The Conference Board
MANAGEMENT RECORD

MAY, 1943
VOL. V, NO. 5

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A Glance at this Issue

Enforcing the Rules

With labor so scarce, what do you do when Pete knowingly breaks the rules and smokes at his bench? Give him a good dressing-down? Warn him gently? Look the other way?

Maintenance of discipline, always a difficult problem, acquires new delicacy under present conditions. Replies of executives, queried as to whether they were enforcing rules as rigidly as always or overlooking infractions not too serious, disclose varied policies. Several point to an adequate educational program as the keystone. (Page 215.)

New Life for Wage-incentive Plans

With the announced backing of the War Labor Board, the adoption of wage-incentive plans may be expected to reach a new high. In favor of such plans over a considerable period of years have been those who urged the need for cost control and cost reduction. Opposed, in many instances, have been labor organizations whose representatives maintained that wage incentives were an ungodly device which drove the worker to a state of exhaustion.

Since the President's hold-the-line order, both management and labor have been further scrutinizing wage incentives as a possible method of increasing production and granting wage increases without running counter to rulings under wage and salary stabilization. The War Labor Board now offers its assistance to the employer who is encountering union resistance to the installation of wage-incentive plans and as an aid has laid down ten guiding principles to be used in their administration. (Page 210.)

"Management Absenteeism" on the Night Shift

A certain government inspector visits many war plants in the early morning hours. On the lobster, graveyard, or Victory shift—whatever it was called—he noted frequently a much higher rate of absenteeism than was the case on the day shifts. He noticed, too, almost invariably on the night shifts a much lower proportion of management to workers than was maintained during daylight hours.

Gradually he was convinced of a definite relationship between the two observations. "Absenteeism of management," he concluded, has a lot to do with absenteeism of rank-and-file workers. A vice president at his desk at three in the morning, according to this observer, is an important contribution to plant morale. (Page 220.)

When Fathers Go to War

While draft boards were deferring workers with children, companies found little need for provisions in their military service policies for dependents' benefits. As the day approaches, however, when thousands of fathers are to join the forces, there is renewed interest in just what is allowed wives and children through provisions of the Servicemen's Dependents Allowance Act and whether the company can supplement this contribution. Ways in which several companies are adding to the allowance made by the government are described on page 213.

Wartime Cost of Living Tables

Among other effects of rationing has been an upset in cost of living calculations. When round steak and canned corn, once staples found in hundreds of market baskets, become practically unobtainable, they have decidedly lessened value in making up family budgets used in compiling indexes of changes in living costs.

This issue of *The Management Record* marks an innovation in CONFERENCE BOARD cost of living data, for hereafter there will be presented regularly cost of living tables embodying new indexes based on flexible wartime budgets. At the same time there will be a continuation of the previously published indexes based on budgets used before World War II. Compare the two and note the effect that rationing and shortages are having on changes in the cost of items such as food, housefurnishings, and transportation. (Page 198.)

Living Costs Under a Wartime Budget

THE ADVENT of food rationing and its effects on family purchasing habits have made it desirable to alter the family budgets which have been used in compiling THE CONFERENCE BOARD's indexes of changes in living costs. This alteration which has been made to provide for the realignment of purchasing habits has been extended back to January, 1942, and embraces all components of the indexes affected by rationing and shortages for which effects could be measured and for which reasonable allowances could be made.

Beginning with this issue of *The Management Record,* the regular cost of living tables will embody the new indexes based on the wartime budgets. An additional table, which will also appear regularly, presents a continuation of the previously published indexes based upon pre-World War II budgets. Thus it will be possible to follow the effects that rationing and shortages are having on changes in the cost of living and also to maintain a record of the changes in costs of fixed budgets that are continuously comparable over the period for which they are available.

GENERAL PROCEDURE

The wartime budgets must of necessity be flexible, since alterations in family purchasing habits occur as the exigencies of war require that additional or new limitations be placed on the supply of goods and services and upon the right to purchase these supplies.

So that a reasonable approach to this problem of change might be made and no great disparities in method allowed to evolve, THE CONFERENCE BOARD conferred with the United States Bureau of Labor Statistics before undertaking its compilation of changes in the cost of wartime budgets. As a result of this exchange of ideas, the indexes of both organizations will continue to be derived on the same general basis.

In order to meet the problem of variations in importance among the major components of the indexes caused by rationing and shortages, it was necessary to adjust the major budget weights each time the quantities included in the budget were changed. The overall weight assigned to a major component was raised or lowered by the ratio of the dollar expenditure total for that component after adjustment to the dollar expenditure total prior to adjustment.

EVOLUTION OF THE WARTIME BUDGET

The following material will serve to describe in some detail the steps followed in transforming the pre-World War II budgets to wartime budgets and relate to the period from January, 1942, through April, 1943.

Food

It was thought at the outset that the rationing of food commodities could best be taken into consideration on the basis of the relationship of allowable points for the average family to the point values of the quantities of rationed items included in the budgets. While such procedure seemed to provide a reasonable basis for reducing, where necessary, the budget quantities of rationed items, it left open the question of substitute purchasing and the increases in quantities of unrationed items which would be purchased. Any raising of budget quantities of unrationed items under this system would be at least arbitrary and would not make allowance for possible shortages because of farm, import and other conditions.

The United States Department of Agriculture has prepared estimates of 1943 consumption of foodstuffs which have taken into consideration all the influences of rationing, probable production, stocks on hand, imports, and Army, Navy and lend-lease requirements. By relating these consumption estimates to the consumption figures covering the budget period it was possible to derive ratios for adjusting the budget food quantities upward or downward to meet wartime conditions.

These ratios were obtained from the Bureau of Labor Statistics and are being used both by the Bureau and by THE CONFERENCE BOARD in adjusting food quantity weights. They are nation-wide in their derivation. The food budgets used in the cost of living indexes vary from city to city, but have been uniformly adjusted by the same ratios. Thus, budget patterns which differ from city to city are preserved despite the fact that constant ratios are used to alter their composition.

These changes in the food quantity budgets were effected as of March, 1943.

Housing

No adjustment was necessary in the internal composition of the housing components, since the only regulations issued so far affect rents charged and the construction of new dwellings.

Clothing

Rationing of shoes required no alteration of the quantity weights since the shoe budgets were well within the rationing limits. If the shoe allowance should be reduced at some future date to a point below the budget quantity, adjustments will be made at that time.

As silk stockings became increasingly scarce, these items on the questionnaire were altered on July 1, 1942, to read silk or rayon. Thus, as stores exhausted their stocks of silk stockings, they were provided with a space to quote for the substitute item. Beginning with July of this year, stores will also be asked to quote for cotton stockings. Silk slips, panties and nightgowns were handled in the same manner as stockings, with rayon substituted for silk.

Quality deterioration is a problem in connection with cost of living measurement that does not lend itself to satisfactory solution, and the problem becomes accentuated when the deterioration impairs the wearing quality. The Conference Board makes every endeavor to follow price changes of comparable lines of merchandise. When a line is discontinued, the store is requested to quote for a substitute line of as nearly the same quality as possible. There is no doubt, however, that despite every precaution some quality changes have occurred which have not been compensated for in the indexes.

Fuel and Light

The only adjustment required in the fuel and light component was a reduction in the weight assigned to fuel oil in cities covered by rationing. In line with the general policy of fuel-oil rationing for residential consumers, a flat 33⅓% reduction was made in the fuel-oil weight as of December, 1942, in those cities in which oil was a common heating fuel.

Housefurnishings

With housefurnishings, the problem was that of shortages. Since the manufacture of many items such as refrigerators, vacuum cleaners, and radios was discontinued when factories which had made them were converted to war production, it became obvious that sooner or later these commodities would disappear from the market.

The Conference Board, like the Bureau of Labor Statistics, has followed the procedure of dropping these items from any index when the stores furnishing prices cease to quote them and indicate that stocks have been depleted. When these items are dropped, succeeding changes in costs are based upon the total expenditures for the remaining items with no further adjustment. As already indicated, this adjustment has been made whenever it has been warranted. The first adjustment occurred in February, 1942, but the majority took place in the last half of 1942 and the first quarter of 1943.

Other items, such as bed springs and inner-spring mattresses, are no longer available in their prewar form, but have been replaced by substitutes fulfilling the necessary requirements.

Sundries

Of the many items entering into the "sundries" component, only the transportation group has so far required realignment. Operation of the private passenger automobile has been materially curtailed and the most logical substitutes, trolley cars, buses and other forms of transportation, have absorbed a greatly increased volume of business.

New-passenger-car purchase was eliminated from the index as of January, 1942. Since sales of certain used models were restricted for a period and since the desirability of purchase of a used car has been seriously reduced by drastic gasoline rationing, it was decided not to attempt to make any substitution for the elimination of new-car purchase. The Conference Board does not attempt to include changes in costs of automobile repairs in its indexes.

Tires and tubes were eliminated from the index at the same time as passenger cars and as a result of the same general conditions.

Gasoline and oil weights were adjusted by two successive steps. As of June, 1942, the weights for eastern Seaboard cities were reduced one-half, and for other cities one-third. In December, an additional one-quarter reduction in weight was made for cities outside the eastern Seaboard. No adjustment was made for the pleasure-driving ban in the East in January since it was of relatively short duration.

Automobile licenses and taxes were adjusted downward by 10% in December, 1942, to compensate for the lessened automobile use which accompanied gasoline rationing.

The weights assigned to street car and bus fares were raised beginning with January, 1942, on the basis of the average monthly relation of the number of passengers carried in 1942 to that in 1938. Since the limitation of automobile use tended to increase usage of street cars and buses as 1942 progressed, the weights were again revised upward beginning with January, 1943. The adjustments for each city were based upon data showing the passenger traffic of the principal public transportation company or companies serving that city.

COMPARISONS

The accompanying tables show the new indexes on wartime budgets from January, 1942, to February, 1943. March and April indexes are shown with percentage changes in the regular tables of the cost of living appearing on pages 234–238. A new, one-page table on page 239 serves to carry on the regular fixed-weight indexes.

It will be noted that changes in the cost of living on the wartime basis for Anderson, Evansville, Flint, Green Bay, Joliet, Lewistown, Saginaw, and Trenton have not been shown. These data, as well as a complete revision of the fixed-weight indexes, will be presented in a forthcoming issue of the publication.

Limitations

Beginning with the January issue, complete revisions of the cost of living indexes for forty-two cities have been presented. These cities are:

Akron
Atlanta
Baltimore
Birmingham
Boston
Bridgeport
Chattanooga
Cincinnati
Cleveland
Dallas
Dayton
Denver
Des Moines
Duluth
Grand Rapids
Houston
Huntington, W. Va.
Indianapolis
Kansas City, Mo.
Louisville
Lynn
Memphis
Milwaukee
Minneapolis
Muskegon
New Haven
Omaha
Parkersburg, W. Va.
Philadelphia
Pittsburgh
Portland, Ore.
Providence
Rochester
Rockford, Ill.
Sacramento
St. Louis
St. Paul
Spokane
Syracuse
Toledo
Wilmington, Del.
Youngstown

The indexes on wartime budgets for these cities, as shown in the accompanying pages, represent a modification in line with the above descriptive material and, together with the revised fixed-weight indexes previously published, constitute the latest and most comprehensive comparative data for these cities. Since the price changes in the two indexes for any city are identical, the resultant differences between the indexes are caused only by variations in the budgets.

COST OF LIVING ON WARTIME BUDGETS IN THE UNITED STATES, AND PURCHASING VALUE OF THE DOLLAR

Index Numbers, 1923 = 100

Date		Weighted Average of All Items	Food	Housing	Clothing			Fuel and Light			Sundries	Purchasing Value of Dollar
					Total	Men's	Women's	Total[1]	Electricity	Gas		
1942	January	94.5	95.2	90.1	82.4	91.4	73.4	90.3	67.6	94.7	102.5	105.8
	February	95.3	95.7	90.4	84.5	93.6	75.3	90.3	67.6	94.7	103.5	104.9
	March	96.2	97.4	90.7	85.8	95.2	76.4	90.3	67.6	94.7	103.7	104.0
	April	97.1	98.6	91.0	88.4	98.3	78.5	89.7	67.6	94.7	103.9	103.0
	May	97.3	99.0	91.1	88.6	98.0	79.1	90.0	67.6	94.7	104.3	102.8
	June	97.4	99.5	91.0	88.1	97.8	78.3	90.2	67.6	94.7	104.3	102.7
	July	97.8	100.1	90.8	88.0	97.6	78.4	90.5	67.5	94.8	104.7	102.2
	August	98.1	101.1	90.8	88.2	97.7	78.6	89.5	67.5	94.8	104.8	101.9
	September	98.8	102.8	90.8	88.4	97.8	78.9	90.5	67.5	94.8	104.6	101.2
	October	99.8	105.3	90.8	88.5	97.9	79.0	90.5	67.5	94.8	105.3	100.2
	November	100.5	106.4	90.8	88.6	98.1	79.0	90.6	67.5	94.8	106.2	99.5
	December	101.1	108.2	90.8	88.6	98.1	79.0	90.6	67.5	94.8	106.2	98.9
	Annual average	*97.8*	*100.8*	*90.8*	*87.3*	*96.8*	*77.8*	*90.3*	*67.6*	*94.8*	*104.5*	*102.3*
1943	January	101.5	108.8	90.8	88.6	98.1	79.0	92.1	67.3	94.9	106.4	98.5
	February	101.9	110.0	90.8	88.6	98.1	79.0	92.3	67.3	94.9	106.5	98.1
	March	103.0	112.8	90.8	88.6	98.1	79.0	92.4	67.3	94.9	106.5	97.1
	April	104.0	115.4	90.8	88.6	98.1	79.0	93.7	67.3	94.9	106.5	96.2

[1] Includes fuel as well as electricity and gas.

The new indexes based upon the wartime budgets for the remaining twenty cities are not strictly comparable with the fixed-weight indexes for the same cities. This arises from the fact that certain revisions in the components of these indexes which have not as yet been published were utilized in the preparation of the data presented for these cities.

Wartime vs. Fixed-budget Indexes

The differences in trends since January, 1942, which which have resulted from the application of wartime budgets to individual city indexes have been less than might be expected. For example, for Philadelphia, a large city for which complete revised comparative data are available, the cost of living index on a wartime budget stood at 126.0 (January, 1939 = 100), for April, 1943, in contrast with the fixed-budget index of 126.4 on the same base for the same date. Thus it may be seen that the cost of a variable wartime budget has risen somewhat less since January, 1942, than the cost of a fixed pre-World War II budget. This situation is largely the result of the changes made in the "sundries" component of the index. The elimination or the reduction of the weight assigned to the important automobile components removed the effect of items which had been advancing in cost by substantial amounts. Increased weight given to trolley and bus fares increased the influence in the index of items which had shown no increase since January, 1942. Furthermore, the redistribution of the internal weighting factors of the food component had the immediate effect of reducing the rise in food costs somewhat since less weight was assigned to certain of the commodities currently showing the largest price rises.

Although the food items as a whole receive greater importance in the wartime index, the sharp advances in these costs have been more than offset by the dampened increases discussed above and by the fact that

(*Continued on page* 209)

COST OF LIVING ON WARTIME BUDGETS IN 62 CITIES FOR WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS IN 1942–1943

Source: The Conference Board

Index Numbers, January, 1939 = 100

Date	Akron							Boston						
	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnishings	Sundries	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnishings	Sundries
1942 January	118.0	131.0	121.1	116.3	111.0	115.5	106.8	111.7	117.7	103.2	115.6	111.4	119.1	106.8
February	118.8	132.4	121.1	117.4	111.0	115.5	107.8	113.1	119.9	103.5	118.8	111.4	120.6	108.1
March	120.3	135.6	122.7	118.4	110.6	117.6	108.2	113.9	121.4	103.7	120.0	111.4	122.3	108.2
April	121.0	137.3	123.0	120.8	108.7	118.2	108.2	114.8	122.2	103.8	124.0	113.3	122.4	108.5
May	120.9	136.6	123.0	121.1	109.1	118.1	108.2	115.8	123.6	103.8	126.4	114.0	122.4	109.3
June	120.8	140.3	116.2	120.8	109.3	118.4	107.9	116.1	124.6	103.7	125.0	114.2	122.3	109.3
July	120.3	139.2	114.1	121.0	109.8	118.4	108.2	117.4	126.1	103.7	125.1	120.7	122.3	110.2
August	120.3	139.3	114.1	121.1	109.9	118.4	108.1	117.5	127.2	103.9	124.9	118.1	122.6	110.1
September	120.5	140.0	113.7	121.1	109.9	118.4	108.1	117.7	128.0	103.9	124.9	118.0	122.6	109.6
October	122.1	144.5	113.7	121.2	109.9	118.4	108.9	118.7	130.7	103.8	125.0	118.0	122.5	109.6
November	122.9	146.3	113.7	121.3	109.9	118.4	109.8	119.9	133.3	103.8	125.1	118.2	122.5	110.6
December	123.2	147.2	113.7	121.3	109.9	118.4	109.8	120.2	134.4	103.6	125.1	118.2	122.5	110.6
Annual Average	*120.8*	*139.1*	*117.5*	*120.2*	*109.9*	*117.8*	*108.3*	*116.4*	*125.8*	*103.7*	*123.3*	*115.6*	*122.0*	*109.2*
1943 January	123.4	147.7	113.7	121.3	110.5	118.4	109.8	120.2	133.5	103.6	125.1	120.7	122.5	111.8
February	124.2	150.1	113.7	121.3	111.9	118.4	109.8	120.9	135.3	103.6	125.1	120.7	122.5	111.9
	Atlanta							Bridgeport						
1942 January	111.5	122.7	99.2	117.2	107.6	114.8	105.9	114.9	123.3	110.1	114.7	105.3	119.9	110.8
February	112.5	124.0	99.2	119.1	107.6	115.2	107.1	115.8	124.4	110.1	116.6	105.3	123.0	111.8
March	113.6	125.9	99.2	120.5	107.6	116.6	108.1	116.6	126.0	110.1	117.9	105.7	124.7	112.0
April	114.4	127.3	99.2	123.8	105.4	117.3	108.4	117.4	125.8	110.1	121.0	107.5	126.5	113.3
May	114.2	127.0	99.2	123.4	105.4	117.7	108.2	117.7	126.5	110.1	121.1	107.9	126.2	113.4
June	114.1	126.5	99.2	123.2	106.9	117.7	108.2	118.7	130.2	108.3	120.7	108.1	126.2	114.0
July	115.2	128.5	99.2	123.4	106.9	117.9	109.6	119.9	131.1	106.9	120.4	116.9	126.4	115.7
August	115.6	130.0	99.2	123.4	106.9	117.1	109.6	120.3	132.4	106.9	123.7	112.1	126.4	115.7
September	115.5	130.7	99.2	123.4	107.4	117.1	108.6	120.5	134.1	106.9	124.3	112.1	126.4	114.3
October	117.1	134.9	99.2	123.4	107.9	117.1	109.3	120.8	134.9	106.9	124.5	112.4	126.4	114.2
November	117.4	134.7	99.2	123.5	108.4	117.1	110.5	121.1	134.7	106.9	124.9	112.4	126.4	115.3
December	118.1	136.9	99.2	123.7	108.4	117.1	110.5	122.1	137.8	106.9	125.0	112.4	126.4	115.3
Annual Average	*114.9*	*129.1*	*99.2*	*122.3*	*107.2*	*116.9*	*108.7*	*118.8*	*130.1*	*108.4*	*121.2*	*109.8*	*125.4*	*113.8*
1943 January	119.2	140.1	99.2	123.7	109.4	117.1	110.6	122.6	138.6	106.9	124.9	114.2	126.4	115.3
February	119.2	140.2	99.2	123.7	109.4	117.1	110.6	123.0	139.8	106.6	124.9	115.6	126.4	115.3
	Baltimore							Buffalo						
1942 January	114.9	123.5	111.9	110.8	102.5	127.0	108.1	112.7	123.0	111.7	111.1	103.1	121.1	103.2
February	115.7	124.8	111.9	112.9	102.5	127.0	108.8	113.2	123.0	111.7	111.6	103.1	122.0	104.9
March	116.7	126.3	113.3	114.4	102.5	128.5	108.9	114.8	125.7	112.8	115.6	103.1	123.3	104.9
April	118.3	129.0	113.3	120.3	100.8	129.9	109.2	116.0	127.4	114.6	118.6	100.6	124.2	105.6
May	118.7	129.7	113.3	120.2	102.7	129.3	109.5	117.3	129.7	115.3	119.1	102.8	123.9	106.6
June	119.1	130.8	113.3	120.0	102.7	129.0	109.4	117.7	131.5	114.5	118.7	102.8	123.8	106.6
July	117.6	131.0	104.2	119.3	102.7	129.3	110.1	118.1	131.6	114.7	117.8	102.8	124.1	108.3
August	118.2	132.3	104.2	119.6	102.7	130.8	110.1	117.9	130.9	114.7	117.2	102.8	124.7	108.5
September	118.5	133.8	104.2	120.3	102.7	130.6	109.3	117.8	131.7	114.7	117.7	102.8	125.4	106.8
October	119.3	136.3	103.2	120.3	102.7	130.6	109.5	119.5	136.6	114.7	118.5	102.8	125.5	106.8
November	121.4	141.9	103.2	120.5	102.7	130.6	110.3	120.0	137.4	114.7	119.0	103.0	125.8	107.5
December	122.2	144.2	103.2	120.5	102.7	130.6	110.3	120.9	140.2	114.7	118.0	103.0	126.1	107.8
Annual Average	*118.4*	*132.0*	*108.3*	*118.3*	*102.5*	*129.4*	*109.5*	*117.2*	*130.7*	*114.1*	*116.9*	*102.7*	*124.2*	*106.5*
1943 January	123.4	147.0	103.2	120.5	105.0	130.6	110.3	121.9	141.5	114.7	118.0	106.1	126.1	109.2
February	123.3	146.8	103.2	120.5	105.0	130.6	110.3	122.0	141.6	114.7	118.0	106.2	126.1	109.2
	Birmingham							Chattanooga						
1942 January	115.2	127.8	116.3	116.5	98.5	115.3	105.6	110.3	126.5	103.4	109.9	87.4	118.5	102.0
February	116.3	129.4	116.3	118.7	98.5	115.9	107.0	111.4	126.2	103.4	113.9	87.4	118.8	104.2
March	116.9	130.0	116.3	121.3	98.5	117.6	107.0	112.8	128.6	103.4	114.3	87.4	120.3	106.0
April	118.2	133.5	116.3	125.5	96.8	118.4	106.7	113.7	130.0	103.5	117.4	86.8	122.1	106.3
May	119.6	135.4	116.3	125.6	97.2	118.2	109.2	114.4	131.8	103.7	118.1	86.8	121.7	106.4
June	117.5	135.5	105.7	124.4	97.9	117.8	109.2	114.3	131.6	103.7	117.8	87.4	121.5	106.4
July	117.6	135.4	105.7	124.7	97.9	117.8	109.2	115.0	133.8	103.7	118.0	87.4	121.5	106.4
August	118.6	139.1	105.7	124.6	97.9	117.8	109.1	116.3	137.7	103.7	118.0	87.4	121.5	106.4
September	118.5	138.5	105.7	124.6	97.9	117.8	109.6	116.4	137.9	103.7	118.2	87.4	121.5	106.4
October	119.1	139.7	105.7	124.6	98.8	117.8	110.1	117.2	140.1	103.7	118.2	87.4	121.5	106.7
November	119.2	139.3	105.7	124.6	98.8	117.8	110.7	117.8	141.5	103.7	118.3	87.4	121.5	107.4
December	119.8	141.5	105.7	124.7	98.8	117.8	110.7	118.8	144.3	103.7	118.3	87.4	121.5	107.4
Annual Average	*118.0*	*135.4*	*110.1*	*123.3*	*98.1*	*117.5*	*108.7*	*114.9*	*134.2*	*103.6*	*116.7*	*87.3*	*121.0*	*106.0*
1943 January	120.5	144.0	105.7	124.7	98.4	117.8	110.7	119.3	145.6	103.7	118.4	88.7	121.5	107.4
February	120.5	143.9	105.7	124.7	98.4	117.8	110.7	119.0	144.7	103.7	118.4	89.9	121.5	107.3

COST OF LIVING ON WARTIME BUDGETS IN 62 CITIES FOR WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS IN 1942–1943—Continued

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939 = 100

Chicago

Date	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnishings	Sundries
1942 January	109.4	119.9	102.9	113.9	100.2	119.4	101.4
February	109.9	119.5	102.9	117.6	100.2	120.4	102.1
March	111.4	122.9	103.8	118.7	100.2	122.2	102.3
April	111.8	122.8	103.9	122.6	98.2	125.6	102.7
May	112.3	122.8	104.6	122.4	98.7	125.6	103.8
June	113.1	124.5	105.4	122.7	99.8	125.1	103.9
July	113.1	124.2	105.5	122.8	99.7	125.1	104.2
August	113.6	125.6	105.5	122.2	99.7	125.2	104.2
September	114.5	128.5	105.5	122.2	99.7	125.2	104.2
October	116.1	132.8	105.5	122.2	99.7	124.7	104.7
November	117.1	135.2	105.5	122.4	99.7	124.8	105.6
December	117.5	136.1	105.5	122.5	100.0	124.7	105.6
Annual Average	*113.3*	*126.2*	*104.7*	*121.0*	*99.7*	*124.0*	*103.7*
1943 January	117.7	136.6	105.5	122.5	100.4	124.7	105.9
February	117.7	136.5	105.5	122.5	100.0	124.7	105.9

Cincinnati

Date	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnishings	Sundries
1942 January	111.9	122.9	100.8	113.1	103.7	116.5	106.0
February	113.1	124.6	101.2	115.8	103.7	119.5	106.3
March	114.7	127.1	100.7	122.2	103.7	120.8	106.3
April	115.9	129.1	101.5	125.2	102.3	122.7	106.3
May	116.9	131.9	101.5	124.6	102.7	124.4	106.3
June	116.2	130.0	101.5	123.8	103.5	123.9	106.3
July	116.6	130.9	101.5	124.0	103.5	124.1	106.5
August	118.1	134.1	101.5	128.5	102.3	124.1	106.5
September	118.1	134.1	101.5	128.6	102.3	124.1	106.5
October	119.0	136.6	101.5	128.6	102.3	124.1	106.5
November	118.8	135.3	100.9	128.7	102.3	124.1	107.8
December	119.0	135.8	100.9	128.7	102.3	124.1	107.8
Annual Average	*116.5*	*131.0*	*101.3*	*124.3*	*102.9*	*122.7*	*106.6*
1943 January	119.7	138.1	100.9	128.7	102.4	124.1	107.8
February	120.1	139.1	100.9	128.7	102.9	124.1	107.8

Cleveland

Date	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnishings	Sundries
1942 January	112.8	120.1	111.1	118.4	102.0	116.6	106.1
February	113.4	120.6	111.1	119.8	102.0	117.1	107.0
March	114.9	123.9	111.7	121.6	102.4	118.0	107.3
April	116.3	126.2	112.1	127.1	100.9	119.3	107.4
May	116.9	126.4	111.9	127.5	101.5	118.7	109.4
June	117.2	128.3	110.7	126.8	101.6	118.2	109.4
July	116.8	127.6	109.3	127.1	101.6	118.2	109.6
August	116.9	128.1	109.3	126.6	101.2	118.2	109.6
September	117.4	129.5	109.7	126.7	101.2	118.2	109.6
October	118.6	132.9	109.7	126.8	101.2	118.2	110.0
November	119.1	133.9	109.7	126.9	101.3	118.2	110.9
December	119.4	134.9	109.7	126.9	101.3	118.2	110.9
Annual Average	*116.6*	*127.7*	*110.5*	*125.2*	*101.5*	*118.1*	*108.9*
1943 January	119.8	136.1	109.7	126.9	101.7	118.2	110.9
February	120.7	136.0	109.7	126.9	102.4	118.2	114.4

Dallas

Date	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnishings	Sundries
1942 January	111.4	121.4	101.6	114.9	100.0	122.9	106.9
February	112.4	123.3	101.6	116.8	100.0	123.0	108.1
March	113.9	126.5	102.1	119.5	100.0	124.8	108.1
April	115.4	128.2	103.9	122.5	100.0	125.7	108.8
May	114.9	127.5	104.2	123.0	93.3	125.5	108.9
June	115.5	129.3	104.2	122.5	93.3	127.9	108.9
July	115.8	130.2	104.2	122.6	93.3	127.9	108.9
August	116.4	132.3	104.2	122.5	93.3	127.9	108.9
September	117.5	135.0	105.6	122.5	93.3	127.9	108.9
October	118.0	136.4	105.6	122.7	93.3	127.9	109.2
November	118.5	137.3	105.6	122.8	93.3	127.9	110.0
December	119.4	140.2	105.6	122.8	93.3	127.9	110.1
Annual Average	*115.8*	*130.6*	*104.0*	*121.3*	*95.5*	*126.4*	*108.8*
1943 January	119.6	141.0	105.6	122.8	93.3	127.9	110.1
February	119.8	141.9	105.6	122.8	93.3	127.9	110.1

Dayton

Date	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnishings	Sundries
1942 January	113.6	122.9	111.5	112.6	102.1	124.2	105.7
February	114.3	123.3	111.6	116.3	102.1	125.6	105.7
March	115.5	124.7	111.6	120.2	102.4	127.5	106.4
April	117.1	127.8	113.5	123.0	101.6	128.0	106.4
May	117.2	128.9	113.5	121.5	101.8	127.9	106.4
June	117.5	130.0	113.5	121.1	102.2	127.4	106.3
July	115.6	128.8	105.1	121.4	102.2	127.5	106.3
August	115.9	129.7	105.1	121.4	102.3	127.5	106.3
September	115.7	129.1	105.1	121.4	102.3	127.5	106.3
October	116.9	132.9	105.1	121.4	102.3	127.5	106.3
November	117.5	133.9	105.1	121.5	102.3	127.5	107.2
December	117.8	135.0	105.1	121.5	102.3	127.5	107.2
Annual Average	*116.2*	*128.9*	*108.8*	*120.3*	*102.2*	*127.1*	*106.4*
1943 January	119.3	138.9	105.1	121.5	105.0	127.5	107.2
February	119.7	140.5	105.1	121.5	103.8	127.5	107.2

Denver

Date	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnishings	Sundries
1942 January	112.4	125.5	104.4	113.1	96.6	113.3	106.7
February	112.7	124.3	104.0	115.6	96.4	117.0	107.8
March	113.5	126.1	104.0	116.5	96.4	120.2	108.1
April	115.1	128.7	104.0	121.7	96.4	123.0	108.5
May	115.2	128.4	104.0	122.6	96.4	122.5	108.7
June	115.2	129.1	104.0	121.7	96.5	122.4	108.4
July	115.5	129.5	105.6	120.6	96.5	122.5	108.3
August	115.9	131.0	105.6	121.2	96.5	122.5	107.7
September	116.7	131.5	105.6	121.0	96.5	122.5	110.0
October	117.9	135.5	105.6	121.0	96.5	122.5	109.9
November	118.7	137.7	105.6	121.3	96.5	122.4	110.1
December	119.2	138.8	105.6	121.6	97.3	122.4	110.1
Annual Average	*115.7*	*130.5*	*104.8*	*119.8*	*96.5*	*121.1*	*108.7*
1943 January	119.6	140.0	105.6	121.6	97.4	122.4	110.1
February	120.0	141.3	105.6	121.6	97.4	122.4	110.1

Des Moines

Date	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnishings	Sundries
1942 January	113.5	130.0	103.5	117.5	110.7	114.5	104.4
February	114.5	127.3	103.5	120.1	110.7	116.7	109.2
March	115.3	129.6	104.0	121.5	108.5	118.1	109.2
April	116.5	131.1	104.0	125.4	108.5	123.7	109.4
May	117.0	131.9	105.5	125.9	108.5	123.3	109.4
June	117.3	132.9	105.5	125.6	108.5	124.1	109.4
July	116.9	131.2	105.5	125.8	108.5	124.1	109.6
August	117.0	131.6	105.3	126.5	108.5	123.5	109.6
September	117.1	131.6	105.3	126.7	108.5	124.2	109.6
October	118.5	135.9	105.3	126.7	108.5	123.8	110.4
November	119.5	138.6	105.3	126.8	108.5	123.8	111.0
December	121.1	144.0	105.4	126.8	108.6	123.8	111.0
Annual Average	*117.0*	*133.0*	*104.8*	*124.6*	*108.9*	*122.0*	*109.4*
1943 January	121.3	144.5	105.3	126.9	108.7	123.8	111.0
February	121.0	143.6	105.3	126.9	108.7	123.8	111.0

Detroit

Date	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnishings	Sundries
1942 January	109.6	117.1	107.2	109.7	109.6	125.3	100.6
February	111.0	118.6	107.2	113.9	109.6	128.3	101.7
March	111.8	120.7	107.3	114.6	109.6	129.9	101.7
April	113.0	123.2	107.5	118.0	108.5	131.8	101.8
May	113.4	124.6	107.5	116.9	108.6	133.0	101.8
June	114.1	126.8	107.5	116.6	108.8	132.9	101.8
July	114.2	127.3	107.0	116.6	109.7	132.9	101.8
August	113.8	125.9	107.0	117.0	109.8	132.9	101.8
September	114.2	127.0	107.0	117.2	109.8	133.2	101.8
October	115.6	130.5	107.0	117.2	109.8	133.2	102.8
November	116.3	131.9	107.0	117.9	109.8	133.1	103.5
December	117.0	134.2	107.0	117.9	109.8	133.1	103.5
Annual Average	*113.7*	*125.7*	*107.2*	*116.1*	*109.5*	*131.6*	*102.1*
1943 January	117.2	134.6	107.0	117.9	110.9	133.1	103.5
February	118.7	138.9	107.0	117.9	112.6	133.1	103.5

COST OF LIVING ON WARTIME BUDGETS IN 62 CITIES FOR WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS IN 1942–1943—Continued

Source: The Conference Board

Index Numbers, January, 1939 = 100

Date	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnishings	Sundries	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnishings	Sundries
	Duluth							**Grand Rapids**						
1942 January	112.0	122.5	100.1	114.8	99.9	123.5	107.8	116.5	130.1	106.6	111.5	106.6	127.6	111.5
February	112.5	122.4	100.1	116.7	99.9	124.4	108.7	117.3	130.6	106.6	113.3	106.6	127.9	113.2
March	113.3	123.6	100.0	120.1	99.9	126.5	108.8	118.3	132.4	106.6	116.1	106.6	129.9	113.2
April	114.8	126.3	100.5	124.3	99.9	129.5	108.7	119.3	133.7	106.6	121.4	105.0	132.3	113.4
May	115.4	128.9	100.5	123.7	98.3	128.4	108.8	119.1	132.6	106.6	121.6	105.4	132.1	113.4
June	116.0	130.4	100.5	123.9	98.7	128.3	108.7	118.5	130.9	106.6	120.8	106.7	131.4	113.4
July	115.5	128.8	100.5	123.9	98.7	129.1	108.8	118.7	131.2	106.6	120.6	106.7	131.4	113.7
August	116.3	131.4	100.5	123.2	98.9	129.1	108.8	118.0	128.9	106.6	120.2	106.7	132.7	113.7
September	116.8	132.7	100.5	123.6	98.9	129.1	108.7	118.3	129.6	106.6	120.8	106.7	132.7	113.7
October	117.6	134.5	100.6	124.2	99.8	129.1	108.7	120.6	136.7	106.6	121.5	106.7	132.7	113.9
November	118.2	135.7	100.1	124.2	99.8	129.6	109.6	121.0	137.0	106.6	121.9	106.7	132.7	114.7
December	119.2	138.4	100.1	124.6	100.0	129.7	109.6	122.4	141.5	106.6	121.9	106.7	132.7	114.7
Annual Average	*115.6*	*129.6*	*100.3*	*122.3*	*99.4*	*128.0*	*108.8*	*119.0*	*132.9*	*106.6*	*119.3*	*106.4*	*131.3*	*113.5*
1943 January	119.4	138.9	100.1	124.6	100.0	129.7	109.7	123.4	143.3	106.6	121.9	108.5	132.7	115.8
February	120.1	140.9	100.1	124.6	100.0	129.7	109.7	124.0	145.0	106.6	121.9	108.5	132.7	115.8
	Erie, Pa.							**Houston**						
1942 January	114.0	120.8	105.5	119.5	107.0	126.2	106.5	111.6	124.8	104.2	115.3	90.2	112.6	106.5
February	115.4	121.5	106.7	123.1	108.4	128.0	108.0	112.7	125.0	105.6	117.9	90.2	113.8	107.8
March	115.7	123.7	106.9	128.3	108.4	129.6	108.4	113.4	126.5	105.6	119.9	90.2	115.0	107.8
April	117.9	126.2	109.8	134.2	108.4	130.1	109.0	114.3	127.6	105.6	124.4	90.2	115.2	107.9
May	118.3	127.8	109.8	134.3	107.3	129.9	109.1	114.4	127.0	105.6	125.9	90.2	115.6	108.1
June	119.8	132.1	109.9	132.4	107.5	129.8	109.7	114.2	126.9	105.7	124.8	90.2	115.3	108.0
July	120.3	132.6	109.9	131.3	107.5	129.8	111.9	115.5	130.7	105.7	125.0	90.2	115.4	108.3
August	119.8	132.6	109.9	130.3	107.5	129.8	110.0	115.7	131.7	105.7	124.1	90.2	115.4	108.3
September	119.9	132.6	109.9	132.1	107.5	129.8	109.7	116.0	132.9	105.7	124.0	90.2	114.7	108.3
October	121.4	135.2	109.9	132.2	107.5	129.8	112.2	116.2	133.3	105.7	124.0	90.2	114.7	108.5
November	122.3	137.2	109.9	132.5	107.5	129.8	113.2	116.6	134.2	105.7	124.3	90.2	114.7	109.1
December	123.7	140.9	109.9	133.7	107.5	129.8	113.2	116.9	135.1	105.7	124.3	90.2	114.7	109.2
Annual Average	*119.0*	*130.3*	*109.0*	*130.3*	*107.7*	*129.4*	*110.1*	*114.8*	*129.6*	*105.5*	*122.8*	*90.2*	*114.8*	*108.2*
1943 January	124.6	143.1	109.9	133.7	109.5	129.8	113.2	117.0	135.3	105.7	124.2	90.2	114.7	109.2
February	124.7	143.3	109.9	133.7	109.5	129.8	113.2	117.8	138.0	105.7	124.2	90.2	114.7	109.2
	Fall River							**Huntington, W. Va.**						
1942 January	113.3	128.4	101.9	110.4	102.6	112.9	104.8	113.9	123.3	109.9	115.0	100.0	122.0	107.2
February	114.7	129.2	101.9	114.2	102.6	112.9	107.7	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
March	115.3	131.0	101.9	114.5	102.6	115.2	107.7	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
April	117.4	133.5	104.3	120.0	102.6	115.6	108.3	117.4	128.2	112.3	119.3	100.0	123.3	110.2
May	118.0	135.1	104.3	120.3	102.6	115.3	108.8	118.1	130.1	112.3	119.3	100.0	122.9	110.6
June	118.4	136.5	104.3	119.8	102.7	114.3	108.8	118.2	131.2	111.7	118.7	100.0	122.7	110.5
July	118.8	136.8	104.3	118.1	102.9	114.3	110.5	118.7	131.1	111.7	118.8	100.0	122.7	112.0
August	119.0	137.4	104.3	118.5	102.9	114.3	110.5	118.5	132.5	111.7	118.3	100.0	122.6	110.3
September	119.1	138.5	104.3	118.8	102.9	114.3	109.1	118.6	132.8	111.7	118.3	100.0	123.6	110.2
October	120.3	142.1	104.3	118.8	102.9	114.3	109.2	119.4	134.9	111.7	118.3	100.0	123.6	110.4
November	121.2	144.2	104.3	118.8	102.9	114.3	110.1	120.0	136.3	111.7	118.3	100.0	124.0	110.9
December	121.3	144.4	104.3	118.8	102.9	114.3	110.1	120.9	139.0	111.7	118.3	100.0	124.0	110.9
Annual Average	*118.1*	*136.4*	*103.7*	*117.6*	*102.8*	*114.3*	*108.8*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
1943 January	122.0	144.8	104.3	118.8	108.9	114.3	110.1	121.6	141.0	111.7	118.3	100.0	124.0	110.9
February	122.0	144.8	104.3	118.8	108.9	114.3	110.1	121.6	141.2	111.7	118.3	100.0	124.0	110.9
	Front Royal, Va.							**Indianapolis**						
1942 January	112.0	137.0	93.7	119.8	103.5	124.4	101.8	114.6	126.3	108.2	113.2	102.7	121.9	108.9
February	112.7	136.8	93.7	122.3	103.5	124.9	103.3	116.0	128.7	108.3	114.8	102.7	122.2	110.5
March	113.1	137.7	93.7	124.1	103.5	125.7	103.1	116.5	129.2	109.4	115.7	102.7	123.5	110.6
April	113.3	139.7	92.0	124.2	103.5	126.5	103.1	117.9	131.4	109.6	119.9	102.7	125.4	110.6
May	113.2	139.3	92.0	122.2	103.5	126.5	103.8	117.8	131.2	109.6	120.2	102.8	125.0	110.7
June	113.9	141.7	92.0	122.7	103.5	126.5	103.7	118.8	134.6	109.6	119.3	102.8	124.5	110.7
July	114.4	142.5	92.0	122.2	103.5	126.9	104.8	118.4	133.8	108.6	119.2	102.8	124.5	111.0
August	115.8	146.3	92.0	124.8	103.9	126.9	104.9	118.0	132.9	107.9	119.7	102.8	124.5	111.0
September	116.2	146.8	92.0	127.5	103.9	126.9	104.8	118.1	133.0	107.9	119.7	102.8	124.5	111.0
October	117.0	150.0	92.0	127.9	103.9	126.9	104.4	119.1	136.2	107.9	119.8	102.9	124.5	111.0
November	118.1	153.1	92.0	127.9	103.9	127.1	105.2	119.1	135.4	107.9	119.9	102.9	124.5	111.9
December	118.9	155.7	92.0	127.9	103.9	127.1	105.4	119.4	136.3	107.9	119.9	102.9	124.5	111.9
Annual Average	*114.9*	*143.9*	*92.4*	*124.5*	*103.7*	*126.4*	*104.0*	*117.8*	*132.4*	*108.6*	*118.4*	*102.8*	*124.1*	*110.8*
1943 January	119.0	156.2	92.0	127.9	103.9	127.1	105.4	120.3	139.1	107.9	119.9	103.5	124.7	112.0
February	119.6	158.2	92.0	127.9	103.9	127.1	105.4	120.8	140.3	107.9	119.9	105.0	124.7	112.0

n.a. Not available

COST OF LIVING ON WARTIME BUDGETS IN 62 CITIES FOR WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS IN 1942–1943—Continued

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939 = 100

Kansas City

Date	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnishings	Sundries
1942 January	109.8	119.5	102.4	114.2	106.4	116.5	103.2
February	111.3	120.1	102.4	115.6	106.4	118.9	106.9
March	112.9	123.1	105.2	116.6	106.4	120.5	106.9
April	114.7	125.4	105.2	121.9	106.4	121.8	108.4
May	115.0	125.0	105.2	121.1	106.4	121.3	110.3
June	114.6	123.9	105.2	121.2	106.6	120.7	110.3
July	114.9	124.6	105.2	121.5	106.6	120.9	110.2
August	114.9	124.5	105.2	121.6	106.6	120.9	110.2
September	115.7	126.4	105.2	121.5	106.6	120.9	111.1
October	116.9	128.8	105.2	121.6	106.6	120.9	112.9
November	117.5	129.8	105.2	121.7	106.6	120.9	113.6
December	118.0	131.7	105.2	121.7	106.6	120.9	113.3
Annual Average	*114.7*	*125.2*	*104.7*	*120.0*	*106.5*	*120.4*	*109.8*
1943 January	118.1	131.5	105.2	121.7	108.1	120.9	113.6
February	118.7	133.6	105.2	121.7	107.9	120.9	113.5

Lynn

Date	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnishings	Sundries
1942 January	112.2	119.3	103.0	115.7	110.9	122.4	106.0
February	113.2	120.8	103.0	118.1	110.9	122.4	107.2
March	114.3	122.9	103.3	119.9	110.9	124.9	107.4
April	115.5	123.3	105.6	123.8	111.8	126.5	107.7
May	115.8	124.5	104.1	124.4	112.3	126.1	107.9
June	116.7	126.6	104.1	123.7	112.3	125.6	109.1
July	117.0	126.8	104.1	120.9	115.3	125.6	109.9
August	117.5	127.6	104.5	123.3	114.0	125.6	109.8
September	117.5	128.1	104.5	123.3	114.0	125.6	109.3
October	118.8	131.3	104.5	123.3	114.0	125.6	110.0
November	119.9	133.6	104.5	123.4	114.0	125.6	111.0
December	119.9	133.5	104.5	123.6	114.0	125.6	111.0
Annual Average	*116.5*	*126.5*	*104.1*	*122.0*	*112.9*	*125.1*	*108.9*
1943 January	120.5	134.8	104.5	123.9	115.5	125.6	111.0
February	121.4	137.2	104.5	123.9	115.9	125.6	111.1

Lansing

Date	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnishings	Sundries
1942 January	114.3	137.8	98.0	114.5	101.6	125.6	103.8
February	115.3	138.2	98.0	117.6	101.6	128.6	105.2
March	116.2	139.3	98.0	118.8	101.6	130.1	106.6
April	118.3	143.5	98.0	124.5	101.6	132.5	106.9
May	118.5	143.9	98.0	124.9	101.6	132.0	107.2
June	118.7	145.6	98.0	123.2	101.6	129.8	107.3
July	118.3	144.3	98.0	123.2	101.6	129.3	107.3
August	118.2	144.2	98.0	123.1	101.6	129.4	107.2
September	118.1	143.5	98.0	124.1	101.6	129.5	107.2
October	119.4	148.0	98.0	124.0	101.6	129.5	107.2
November	120.2	149.9	98.0	124.1	101.6	129.5	108.1
December	122.4	157.5	98.0	124.1	101.6	129.5	108.0
Annual Average	*118.2*	*144.6*	*98.0*	*122.2*	*101.6*	*129.6*	*106.8*
1943 January	122.4	156.5	98.0	124.0	104.5	129.5	108.0
February	123.1	158.7	98.0	124.1	104.5	129.5	107.9

Macon

Date	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnishings	Sundries
1942 January	114.9	129.0	121.7	109.1	107.8	127.2	101.0
February	116.5	131.2	121.7	113.8	107.8	127.2	102.4
March	118.1	136.2	121.7	114.4	107.8	127.9	102.4
April	118.9	137.8	121.7	116.7	107.8	130.5	102.5
May	118.8	136.8	121.7	116.9	107.8	129.5	103.1
June	118.5	136.7	121.0	116.3	106.4	129.3	103.0
July	118.6	138.0	117.0	116.5	106.4	129.3	104.2
August	118.8	139.9	116.6	116.3	106.4	129.3	103.3
September	119.0	140.8	115.9	116.4	106.4	129.3	103.2
October	120.2	143.5	115.9	116.6	106.4	129.3	104.5
November	122.3	144.0	115.9	116.7	106.4	129.3	110.6
December	122.9	145.5	115.9	116.7	106.4	129.3	110.8
Annual Average	*119.0*	*138.3*	*118.9*	*115.5*	*107.0*	*129.0*	*104.3*
1943 January	122.9	145.7	115.9	116.8	106.4	129.3	110.8
February	124.0	149.2	115.9	116.8	106.4	129.3	110.8

Los Angeles

Date	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnishings	Sundries
1942 January	111.5	126.1	105.2	109.9	96.2	121.3	102.7
February	112.0	125.5	105.2	111.3	96.2	122.7	104.1
March	113.5	128.7	105.7	115.0	96.2	123.9	104.0
April	113.9	130.0	104.7	115.7	96.2	125.2	104.0
May	113.6	128.8	104.7	116.6	96.2	123.9	104.1
June	113.7	129.3	104.6	116.5	96.2	123.7	104.1
July	115.0	133.1	104.2	117.5	96.2	123.8	104.3
August	116.2	135.9	104.6	119.0	96.2	123.8	104.3
September	116.6	137.1	104.7	118.9	96.2	123.8	104.3
October	118.3	141.4	104.6	118.9	96.2	123.8	105.9
November	118.9	142.3	104.6	119.0	96.2	123.8	106.8
December	119.6	144.6	104.6	119.0	96.2	123.8	106.8
Annual Average	*115.2*	*133.6*	*104.8*	*116.4*	*96.2*	*123.6*	*104.6*
1943 January	120.1	146.0	104.6	119.0	96.2	123.8	107.1
February	119.8	145.3	104.6	119.0	96.2	123.8	107.1

Manchester, N. H.

Date	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnishings	Sundries
1942 January	111.8	121.6	102.8	110.7	105.5	120.5	103.3
February	113.8	125.1	103.0	114.3	105.5	120.5	104.6
March	114.6	126.5	103.0	114.9	105.5	122.5	105.0
April	115.9	128.6	103.0	117.9	105.5	124.3	105.4
May	116.6	130.0	103.0	118.7	105.5	124.1	105.8
June	117.3	132.1	103.0	118.3	105.5	123.8	105.7
July	117.0	130.2	103.0	119.2	105.5	123.8	107.1
August	117.0	130.2	103.0	119.2	105.5	123.8	107.0
September	116.7	130.0	103.0	119.2	105.5	123.8	106.0
October	117.7	132.8	103.0	119.2	105.5	123.8	106.0
November	118.0	133.0	103.0	119.3	105.5	123.8	107.1
December	119.3	136.5	102.9	119.3	105.5	123.8	107.1
Annual Average	*116.3*	*129.7*	*103.0*	*117.5*	*105.5*	*123.2*	*105.8*
1943 January	120.5	139.1	102.9	119.3	108.4	123.8	107.1
February	121.3	140.7	102.9	119.3	109.7	123.8	107.3

Louisville

Date	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnishings	Sundries
1942 January	113.9	124.9	104.9	115.9	107.9	122.8	104.4
February	115.5	126.8	104.9	117.6	107.9	124.3	107.1
March	116.1	128.1	104.9	118.0	107.9	125.3	107.1
April	117.4	130.2	104.9	122.6	107.9	127.9	106.9
May	117.3	130.3	104.9	121.7	107.9	127.5	106.9
June	117.5	131.1	104.9	121.1	108.0	127.5	107.0
July	117.1	130.5	104.9	119.1	108.0	127.6	107.1
August	117.4	131.5	104.9	119.1	108.0	127.6	107.1
September	117.6	132.2	104.5	119.1	108.0	127.5	107.1
October	118.1	133.5	104.5	119.4	108.0	127.7	107.1
November	118.8	134.8	104.5	119.7	108.0	127.7	107.6
December	119.2	136.0	104.5	120.1	108.0	127.7	107.8
Annual Average	*117.2*	*130.8*	*104.8*	*119.5*	*108.0*	*126.8*	*106.9*
1943 January	119.9	138.1	104.5	120.1	108.0	127.7	107.7
February	120.6	139.5	104.5	120.1	109.8	127.7	107.8

Meadville, Pa.

Date	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnishings	Sundries
1942 January	112.6	128.0	104.6	113.5	105.4	118.1	102.2
February	112.8	126.2	104.6	116.0	105.4	121.8	103.8
March	116.0	129.0	110.8	116.6	105.4	123.2	107.3
April	116.8	130.9	110.8	117.5	105.4	124.4	107.9
May	117.5	133.1	110.8	116.1	105.4	124.5	108.4
June	118.3	135.6	110.8	116.1	105.4	124.6	108.4
July	118.8	136.1	110.8	115.9	105.7	125.0	109.9
August	118.5	136.0	110.8	116.3	105.7	127.1	108.4
September	118.7	136.3	110.8	117.3	105.7	127.1	108.4
October	119.5	138.7	110.8	117.4	105.7	127.9	108.4
November	120.3	140.9	110.8	117.5	105.7	127.9	109.3
December	121.1	143.5	110.8	117.4	106.7	127.9	109.3
Annual Average	*117.6*	*134.5*	*109.8*	*116.5*	*105.6*	*125.0*	*107.6*
1943 January	121.2	143.7	110.8	117.1	106.7	128.7	109.3
February	121.6	145.1	110.8	117.1	106.7	128.7	109.3

COST OF LIVING ON WARTIME BUDGETS IN 62 CITIES FOR WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS IN 1942–1943—Continued

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939=100

Memphis

Date	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnishings	Sundries
1942 January	114.5	130.1	107.4	120.3	100.1	126.3	103.3
February	115.8	130.6	108.0	122.5	100.1	127.2	105.7
March	117.1	132.5	108.1	124.9	100.1	127.6	107.4
April	118.5	135.2	109.2	128.1	100.1	128.0	107.5
May	118.7	135.9	109.2	128.3	100.1	127.8	107.7
June	117.2	135.5	109.2	128.0	100.1	127.4	103.1
July	119.0	139.2	109.4	128.1	100.1	127.4	105.3
August	119.7	141.8	109.4	128.0	100.1	127.5	105.2
September	119.5	141.3	109.4	128.0	99.8	127.5	105.2
October	120.4	144.2	109.4	127.9	99.9	127.5	105.2
November	120.6	144.3	109.4	128.0	99.9	127.5	105.7
December	122.0	149.1	109.4	128.1	99.9	127.5	105.7
Annual Average	*118.6*	*138.3*	*109.0*	*126.7*	*100.0*	*127.4*	*105.6*
1943 January	122.1	149.6	109.4	128.0	99.9	127.5	105.7
February	122.8	152.0	109.4	128.0	99.9	127.5	105.7

Newark

Date	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnishings	Sundries
1942 January	108.1	114.5	101.4	112.5	102.2	122.9	102.6
February	109.1	115.7	101.4	116.5	102.2	125.5	103.4
March	110.0	117.4	101.4	118.6	102.2	127.9	103.8
April	112.0	122.0	101.4	123.1	101.3	129.9	104.2
May	112.0	121.9	101.4	122.5	101.3	130.0	104.5
June	112.9	125.0	101.4	121.0	101.3	129.1	104.5
July	112.9	124.7	101.4	120.3	101.3	129.0	105.2
August	113.0	124.7	101.4	121.6	101.3	128.9	105.2
September	113.5	126.9	101.4	121.4	101.3	129.1	104.5
October	114.2	128.7	101.4	120.7	101.3	129.2	105.1
November	115.3	131.0	101.4	120.7	101.3	129.2	106.1
December	115.5	131.8	101.4	120.8	101.3	129.4	106.1
Annual Average	*112.4*	*123.7*	*101.4*	*120.0*	*101.5*	*128.3*	*104.6*
1943 January	115.7	132.2	101.4	120.3	103.6	129.4	105.8
February	115.7	132.3	101.4	120.3	104.7	129.4	105.8

Milwaukee

Date	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnishings	Sundries
1942 January	111.8	121.7	102.3	113.2	103.9	118.7	108.4
February	112.6	122.0	102.4	115.4	103.9	122.3	109.3
March	114.1	125.4	103.4	117.1	103.9	124.2	109.3
April	115.3	126.5	103.4	123.3	103.9	126.6	109.3
May	115.2	126.2	103.4	123.2	103.9	126.2	109.4
June	115.9	129.1	103.4	122.3	104.0	125.1	109.4
July	116.3	129.2	103.4	124.7	104.1	125.1	109.7
August	116.1	128.0	103.3	126.1	104.1	125.1	109.7
September	115.9	127.1	103.3	127.5	104.0	125.1	109.6
October	117.7	131.5	103.3	127.6	104.0	125.1	111.4
November	118.7	133.7	103.3	128.0	104.0	125.1	112.4
December	118.9	134.3	103.3	128.0	104.0	125.1	112.3
Annual Average	*115.7*	*127.9*	*103.2*	*123.0*	*104.0*	*124.5*	*110.0*
1943 January	119.0	134.4	103.3	128.0	104.0	125.1	112.5
February	120.3	138.6	103.3	128.0	104.2	125.3	112.5

New Haven

Date	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnishings	Sundries
1942 January	111.2	121.0	105.6	113.9	102.0	118.6	104.8
February	111.7	121.3	105.6	116.4	102.0	121.7	105.2
March	112.7	123.9	105.6	116.8	102.0	123.4	105.3
April	112.9	122.8	105.6	120.0	103.5	125.2	105.5
May	113.2	123.7	105.6	120.5	104.0	124.9	105.6
June	114.2	126.5	105.6	119.9	104.3	124.9	105.8
July	115.4	127.6	105.3	120.0	112.1	124.9	106.5
August	115.4	128.9	105.3	120.1	107.8	124.9	106.5
September	115.8	130.6	105.3	120.1	107.8	124.4	106.0
October	116.4	132.1	105.3	120.4	107.8	124.4	106.2
November	116.5	131.9	105.3	120.5	107.9	124.4	106.9
December	117.5	134.9	105.3	120.1	107.8	124.4	106.9
Annual Average	*114.4*	*127.1*	*105.5*	*119.1*	*105.8*	*123.8*	*105.9*
1943 January	117.8	135.4	105.3	120.1	109.7	124.4	106.9
February	117.9	135.7	105.3	120.1	109.8	124.4	106.9

Minneapolis

Date	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnishings	Sundries
1942 January	113.4	125.2	103.2	117.0	99.9	117.8	109.5
February	113.7	124.9	103.2	118.2	99.9	119.2	110.4
March	114.7	126.8	103.2	120.0	99.9	121.2	110.5
April	115.3	127.4	103.4	123.7	99.4	122.3	110.7
May	115.4	127.3	103.4	124.2	99.7	122.2	110.7
June	115.4	127.7	103.4	123.7	100.0	122.1	110.6
July	115.7	127.8	103.6	124.0	100.0	122.2	111.0
August	116.2	129.2	103.7	124.6	99.9	122.2	111.2
September	117.0	131.5	103.7	124.7	100.0	122.2	111.2
October	118.8	136.5	103.7	124.8	100.0	122.2	112.0
November	119.5	138.3	103.7	125.0	100.0	122.2	112.4
December	120.0	140.0	103.7	124.9	100.0	122.2	112.4
Annual Average	*116.3*	*130.2*	*103.5*	*122.9*	*99.9*	*121.5*	*111.1*
1943 January	120.1	140.2	103.7	124.9	100.0	122.2	112.4
February	120.3	140.8	103.7	124.9	100.1	122.2	112.4

New Orleans

Date	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnishings	Sundries
1942 January	115.0	127.9	108.1	113.1	103.2	125.8	102.5
February	117.3	132.4	108.1	114.9	103.2	126.9	103.8
March	118.0	133.4	108.9	116.3	103.2	128.3	103.8
April	119.6	135.7	110.8	119.6	103.2	128.8	103.9
May	119.1	134.6	110.8	119.9	103.2	128.7	103.8
June	119.1	134.7	110.8	119.1	103.2	128.0	103.9
July	120.5	138.2	110.8	119.2	103.2	128.0	103.9
August	121.8	141.5	110.8	119.0	103.2	128.0	104.3
September	121.5	140.8	110.8	118.6	103.2	128.0	104.3
October	122.9	143.3	110.6	121.2	103.2	128.3	104.9
November	122.7	142.5	110.6	121.5	103.2	128.3	105.3
December	123.6	144.4	110.6	121.5	103.2	128.3	105.9
Annual Average	*120.1*	*137.5*	*110.1*	*118.7*	*103.2*	*128.0*	*104.2*
1943 January	123.7	144.4	110.6	121.5	103.2	128.3	106.1
February	124.0	145.2	110.6	121.5	103.2	128.3	106.1

Muskegon

Date	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnishings	Sundries
1942 January	117.9	137.3	115.4	111.1	110.2	115.0	106.8
February	118.2	136.3	115.4	113.3	110.2	115.2	108.0
March	120.2	141.1	115.4	116.0	110.7	119.4	108.0
April	121.9	144.3	115.4	120.1	110.7	120.4	108.8
May	121.2	142.3	115.4	120.2	110.7	118.7	108.8
June	121.7	143.9	115.2	120.4	110.7	118.7	108.8
July	121.9	144.6	115.2	120.3	110.7	118.7	108.8
August	121.5	142.9	115.2	120.4	110.7	118.7	109.0
September	121.6	142.5	115.2	122.5	110.7	118.8	109.0
October	123.1	147.5	115.2	122.6	110.7	118.8	109.1
November	123.7	148.9	115.2	122.7	110.7	118.8	109.6
December	124.8	153.0	115.2	122.7	110.7	118.8	109.6
Annual Average	*121.5*	*143.7*	*115.3*	*119.4*	*110.6*	*118.3*	*108.7*
1943 January	125.8	156.2	115.2	122.7	110.7	118.8	109.6
February	126.6	158.9	115.2	122.7	110.7	118.8	109.6

New York

Date	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnishings	Sundries
1942 January	111.1	123.2	101.0	106.5	107.0	121.6	103.7
February	112.2	124.9	101.0	109.4	107.0	125.0	104.1
March	113.2	126.9	100.7	111.3	107.0	126.3	104.2
April	114.0	128.0	100.7	114.1	106.6	129.0	104.4
May	114.1	128.2	100.7	114.6	106.6	128.6	104.5
June	113.6	127.2	100.7	113.2	106.7	128.8	104.7
July	114.3	128.8	100.7	113.0	106.7	127.3	105.3
August	114.7	129.8	100.7	113.0	106.7	127.0	105.3
September	116.6	135.2	100.7	113.6	106.7	127.3	104.9
October	117.9	138.0	100.7	113.8	106.7	127.5	106.0
November	118.4	138.4	100.8	113.9	106.7	127.7	107.2
December	119.7	142.0	100.8	113.9	106.7	127.7	107.2
Annual Average	*115.0*	*130.9*	*100.8*	*112.5*	*106.8*	*127.0*	*105.1*
1943 January	120.4	143.3	100.8	113.9	110.9	127.7	107.2
February	121.5	146.4	100.8	113.9	111.1	127.7	107.2

COST OF LIVING ON WARTIME BUDGETS IN 62 CITIES FOR WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS IN 1942–1943—Continued

Source: The Conference Board

Index Numbers, January, 1939=100

Date	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnishings	Sundries	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnishings	Sundries
	Oakland							**Pittsburgh**						
1942 January	113.8	126.6	122.3	114.2	84.9	113.3	99.9	114.1	126.0	103.4	115.2	108.8	114.6	107.8
February	114.0	125.5	122.3	116.2	84.9	114.8	100.5	115.1	126.4	105.2	117.3	108.8	114.8	108.9
March	116.2	127.3	131.5	117.2	84.9	115.5	100.8	115.8	126.8	105.5	121.4	108.8	117.2	108.9
April	118.1	130.5	131.5	121.5	84.9	118.8	100.8	117.1	128.6	106.3	124.1	108.8	117.8	109.4
May	118.2	130.5	131.5	122.6	84.9	119.8	100.9	117.9	130.0	108.3	124.4	108.8	117.3	109.6
June	119.2	133.7	131.5	122.0	84.9	119.5	100.9	118.0	130.5	108.0	124.0	108.8	117.1	109.6
July	119.3	133.9	131.5	122.0	84.9	119.4	101.2	117.7	129.3	106.6	124.2	108.8	117.1	111.0
August	119.9	135.6	131.5	122.6	84.9	118.9	101.1	118.6	133.4	105.7	124.6	108.8	117.1	109.8
September	122.5	143.3	131.5	122.9	84.9	119.2	101.1	118.5	133.2	105.7	124.6	108.8	117.4	109.7
October	123.0	143.6	131.5	123.1	84.9	119.4	102.4	119.5	135.5	105.7	124.2	108.8	117.4	110.4
November	123.8	145.7	131.5	123.2	84.9	119.4	102.9	120.1	136.9	105.7	124.4	108.8	117.4	111.2
December	124.6	147.7	131.5	123.5	84.9	119.3	103.0	121.2	139.9	105.7	124.4	109.8	117.2	111.2
Annual Average	*119.4*	*135.3*	*130.0*	*120.9*	*84.9*	*118.1*	*101.3*	*117.8*	*131.4*	*106.0*	*122.7*	*108.9*	*116.9*	*109.8*
1943 January	125.0	149.0	131.5	123.5	84.9	119.3	103.0	121.1	140.5	105.7	124.4	109.8	117.2	111.2
February	124.9	148.8	131.5	123.5	84.9	119.3	103.0	121.6	141.0	105.7	124.6	110.0	117.2	111.3
	Omaha							**Portland, Ore.**						
1942 January	112.3	125.8	100.0	111.9	102.6	128.2	107.1	114.6	131.0	105.7	117.8	113.0	108.0	104.3
February	114.1	127.6	100.2	114.6	102.6	129.6	110.6	116.3	131.9	108.8	121.3	113.0	111.9	105.4
March	114.6	128.5	100.2	116.8	102.6	129.0	110.5	116.4	132.0	110.4	121.6	107.0	114.2	105.5
April	116.1	130.9	100.6	121.4	103.0	131.8	110.7	118.7	132.9	110.7	126.8	113.3	119.9	107.7
May	116.7	132.5	100.6	121.2	103.8	132.3	110.8	119.7	135.0	110.7	127.6	113.3	119.2	108.9
June	117.1	134.4	100.6	120.7	103.3	132.2	110.5	119.6	134.1	110.7	127.3	116.4	119.0	108.8
July	116.8	133.0	100.6	120.9	103.3	132.2	110.9	119.6	134.2	110.7	127.3	116.4	119.0	108.8
August	117.2	134.7	100.6	120.6	103.3	129.4	110.9	120.1	136.3	110.0	126.8	116.4	119.0	108.8
September	117.3	135.0	100.6	120.6	103.4	129.4	110.9	121.2	139.9	110.0	126.8	116.4	119.0	108.8
October	118.9	139.4	100.6	120.6	103.4	129.5	111.7	122.8	142.5	110.0	126.8	117.9	119.0	110.1
November	119.2	140.0	100.6	120.8	103.5	130.1	111.9	124.8	146.8	110.0	126.9	124.2	119.0	111.8
December	120.2	143.1	100.6	120.8	103.5	130.7	111.9	125.4	148.1	110.0	127.0	124.2	119.0	112.2
Annual Average	*116.7*	*133.7*	*100.5*	*119.2*	*103.2*	*130.4*	*110.7*	*119.9*	*137.1*	*109.8*	*125.3*	*116.0*	*117.2*	*108.4*
1943 January	120.4	143.6	100.6	120.8	104.1	130.7	111.9	125.1	147.0	110.0	127.4	124.3	119.0	112.1
February	121.0	145.3	100.6	120.8	104.7	130.7	111.9	125.2	147.5	110.0	127.4	124.3	119.0	112.1
	Parkersburg, W. Va.							**Providence**						
1942 January	114.9	128.5	103.5	115.8	94.6	122.7	105.8	111.0	120.4	102.6	109.3	105.3	122.4	107.0
February	116.4	129.8	103.5	119.5	94.6	123.5	107.9	111.5	120.2	102.6	113.1	105.3	123.2	107.8
March	117.6	132.1	104.2	121.7	94.6	123.7	107.9	112.3	121.8	103.3	113.4	105.3	124.9	107.9
April	118.7	134.6	104.2	123.4	94.6	124.3	108.0	113.8	124.2	103.3	118.9	106.8	125.7	108.2
May	118.4	133.7	104.2	123.4	94.6	124.1	108.0	113.5	123.2	103.3	119.2	107.2	125.5	108.2
June	118.3	133.4	104.2	123.3	94.6	123.8	107.9	114.6	126.1	103.3	118.7	107.3	125.3	108.9
July	118.5	132.7	104.2	123.7	94.6	123.9	109.6	116.2	128.4	103.3	117.0	116.5	125.3	109.7
August	118.6	133.9	104.2	123.6	94.6	124.6	108.2	116.0	129.1	103.3	117.3	111.5	125.3	109.7
September	118.9	134.7	104.2	123.9	94.6	124.6	108.2	116.0	129.6	103.3	117.7	111.5	125.3	109.1
October	120.1	137.7	104.2	123.9	94.6	124.6	108.6	117.6	132.6	103.3	117.7	111.8	125.3	111.0
November	120.9	139.5	104.2	123.8	94.6	124.6	109.1	118.1	133.3	103.3	117.7	111.8	125.3	112.0
December	121.6	141.1	104.2	123.9	94.6	124.6	109.3	118.6	134.7	103.3	117.7	111.8	125.3	112.0
Annual Average	*118.6*	*134.3*	*104.1*	*122.5*	*94.6*	*124.1*	*108.2*	*114.9*	*127.0*	*103.2*	*116.5*	*109.3*	*124.9*	*109.3*
1943 January	122.0	142.2	104.2	123.9	94.6	124.6	109.3	119.3	136.5	103.3	117.7	113.6	125.3	112.0
February	122.1	142.5	104.2	123.9	94.6	124.6	109.3	119.6	137.3	103.3	117.7	113.7	125.3	112.0
	Philadelphia							**Richmond**						
1942 January	115.0	128.8	102.5	115.3	103.0	115.5	106.9	111.0	126.5	102.2	110.6	103.9	117.3	102.2
February	115.4	127.9	102.5	119.3	103.0	116.8	107.9	112.4	127.4	102.2	115.7	103.9	118.5	103.8
March	116.4	129.3	103.0	121.2	103.0	118.8	108.1	113.0	128.5	102.8	117.0	103.9	119.8	103.8
April	117.2	130.8	103.0	123.2	101.3	120.3	108.4	114.7	130.9	102.8	119.7	103.9	120.6	106.0
May	117.8	132.0	103.0	123.6	103.0	119.1	108.7	114.9	132.1	102.8	117.3	103.9	120.5	106.3
June	117.5	131.5	103.0	122.7	103.1	119.0	108.7	115.4	134.1	102.7	117.3	103.9	120.3	106.2
July	118.7	134.5	102.9	121.4	103.2	119.1	109.8	116.6	136.1	102.7	119.4	103.9	120.5	107.5
August	118.7	134.1	102.9	122.0	103.2	119.2	109.8	116.4	135.7	102.7	118.3	103.9	120.5	107.5
September	119.7	137.2	102.9	122.3	104.0	119.2	109.1	116.4	136.7	102.7	118.4	103.9	120.5	106.5
October	121.3	141.0	102.9	122.4	104.0	121.0	109.6	117.2	139.4	102.7	118.4	103.9	120.5	106.5
November	122.2	143.0	102.9	122.5	104.2	121.0	110.4	117.7	140.4	102.7	118.6	103.9	120.5	107.0
December	122.5	143.7	102.9	122.6	104.2	121.0	110.5	118.2	142.3	102.7	118.6	103.9	120.5	107.0
Annual Average	*118.5*	*134.5*	*102.9*	*121.5*	*103.3*	*119.2*	*109.0*	*115.3*	*134.2*	*102.6*	*117.4*	*103.9*	*120.0*	*105.9*
1943 January	122.1	142.0	102.9	122.4	106.8	121.0	110.5	118.4	142.7	102.7	118.6	103.9	120.5	107.0
February	122.7	143.6	102.9	122.4	107.0	121.0	110.6	118.6	143.6	102.7	118.6	103.9	120.5	107.0

COST OF LIVING ON WARTIME BUDGETS IN 62 CITIES FOR WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS IN 1942-1943—Continued

Source: The Conference Board

Index Numbers, January, 1939=100

Date	Roanoke, Va.							St. Louis						
	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnish-ings	Sundries	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnish-ings	Sundries
1942 January	115.7	129.4	122.7	109.3	98.9	121.6	104.1	112.2	123.8	103.9	114.3	108.3	116.6	103.3
February	116.7	130.7	122.7	110.9	98.9	123.0	105.2	113.9	125.1	105.3	116.8	108.3	116.7	106.1
March	117.7	131.1	122.7	112.1	98.9	122.0	108.0	115.2	127.8	106.4	117.7	108.3	117.3	106.3
April	119.1	134.0	122.9	114.1	99.2	124.2	108.7	116.4	130.5	106.4	121.2	106.7	118.5	106.3
May	120.1	135.6	122.0	114.4	99.2	122.2	111.1	116.2	129.3	106.4	123.5	107.0	118.2	106.4
June	120.1	136.2	121.3	114.1	99.2	121.9	111.1	116.5	130.5	106.5	122.4	107.3	118.1	106.3
July	121.0	137.7	121.4	114.0	99.7	121.9	112.4	116.4	130.3	106.0	122.0	107.9	118.3	106.3
August	121.0	140.3	119.2	113.7	99.7	121.9	111.1	117.3	132.7	106.0	122.6	108.4	118.2	106.3
September	120.8	139.8	119.2	113.7	99.7	121.9	111.2	117.0	131.9	106.0	122.6	108.6	118.2	106.3
October	121.3	141.4	119.2	113.7	99.7	121.9	111.1	118.4	135.7	106.0	122.9	108.7	118.2	106.3
November	122.2	143.2	119.2	113.8	99.7	121.9	112.0	119.4	138.0	106.0	123.0	108.6	118.2	107.2
December	122.8	145.1	119.2	113.9	99.7	121.9	112.1	120.4	140.7	106.0	123.0	108.6	118.0	107.2
Annual Average	*119.9*	*137.0*	*121.0*	*113.1*	*99.4*	*122.2*	*109.8*	*116.6*	*131.4*	*105.9*	*121.0*	*108.1*	*117.9*	*106.2*
1943 January	123.5	146.6	119.2	113.9	102.2	121.9	112.1	120.8	142.0	106.0	122.9	108.6	118.0	107.3
February	123.7	147.2	119.2	113.9	102.5	121.9	112.1	121.2	142.9	106.0	122.9	109.8	118.0	107.3

Date	Rochester							St. Paul						
1942 January	114.8	123.4	103.8	116.3	111.3	131.7	112.0	111.7	122.5	100.7	113.3	100.5	119.1	108.8
February	115.5	123.2	103.8	119.4	111.3	131.8	113.8	112.0	121.8	100.7	115.2	100.5	120.9	109.7
March	116.9	125.9	103.8	123.9	111.3	134.7	113.9	113.0	124.1	100.7	116.0	100.5	123.3	109.9
April	118.1	127.9	103.9	128.1	110.5	135.7	114.6	114.2	125.8	100.7	121.7	100.5	124.2	110.0
May	119.4	130.1	103.9	128.5	111.2	135.4	116.7	114.1	126.4	100.9	119.4	100.3	123.9	109.9
June	120.1	133.2	103.9	126.7	111.2	135.1	116.7	114.1	126.5	100.9	119.3	100.4	123.9	109.9
July	120.5	133.0	103.9	127.0	111.2	135.1	118.6	114.2	126.2	100.9	119.5	100.6	124.0	110.4
August	120.7	133.6	103.9	127.2	111.2	135.2	118.6	114.9	127.6	100.9	119.9	101.2	125.3	110.5
September	120.6	134.2	103.9	127.6	111.2	135.2	117.0	115.1	128.2	100.9	119.9	101.2	125.4	110.6
October	121.6	135.7	103.9	127.7	111.2	135.8	119.2	116.6	132.5	100.9	119.9	101.2	125.4	111.2
November	122.4	137.6	103.9	127.9	111.2	135.9	120.1	117.6	134.8	100.9	120.0	101.2	125.4	112.2
December	123.1	140.0	103.9	128.1	111.2	136.1	120.1	117.7	135.2	100.9	120.0	101.2	125.6	112.2
Annual Average	*119.5*	*131.5*	*103.9*	*125.7*	*111.2*	*134.8*	*116.8*	*114.6*	*127.6*	*100.8*	*118.7*	*100.8*	*123.9*	*110.4*
1943 January	124.5	142.8	103.9	127.8	112.2	136.1	121.8	118.6	137.9	100.9	120.0	101.2	125.6	112.1
February	124.8	143.8	103.9	127.8	112.2	136.1	121.8	119.1	139.2	100.9	120.0	101.3	125.6	112.1

Date	Rockford, Ill.							San Francisco						
1942 January	118.8	121.0	134.8	115.7	110.0	124.0	108.3	111.5	132.2	97.8	111.6	84.9	115.9	100.6
February	119.1	120.7	134.8	118.0	110.0	124.1	109.2	111.0	129.2	97.6	113.5	84.9	116.9	101.3
March	120.9	123.0	137.4	118.9	110.0	125.2	110.6	112.0	131.5	97.6	114.9	84.9	118.0	101.7
April	121.7	123.5	138.0	122.3	108.7	132.2	110.7	114.4	136.2	98.3	120.1	84.9	120.1	101.8
May	121.8	123.9	138.0	121.5	108.7	133.1	110.8	115.4	139.5	98.3	119.6	84.9	119.5	101.9
June	122.7	126.8	138.0	120.9	108.7	132.8	110.8	115.8	141.0	98.3	118.8	84.9	119.4	101.8
July	122.4	126.0	138.0	120.2	110.1	132.8	110.7	116.9	143.9	98.3	119.4	84.9	119.3	102.1
August	123.5	129.3	138.0	120.3	110.1	132.8	110.7	117.2	144.0	98.3	121.4	84.9	119.3	102.1
September	124.1	131.2	138.0	120.3	110.1	132.8	110.7	118.1	146.7	98.3	121.4	84.9	119.4	102.1
October	125.8	135.8	138.0	120.4	110.1	131.8	111.7	119.1	148.0	98.3	121.5	84.9	119.4	104.2
November	127.5	140.6	138.0	120.5	110.1	131.8	112.2	121.5	154.7	98.3	121.6	84.9	119.4	104.8
December	128.1	142.4	138.0	120.5	110.1	131.3	112.2	123.7	161.9	98.3	120.7	84.9	119.4	104.9
Annual Average	*123.0*	*128.7*	*137.4*	*120.0*	*109.7*	*130.4*	*110.7*	*116.4*	*142.4*	*98.1*	*118.7*	*84.9*	*118.8*	*102.4*
1943 January	128.2	142.4	138.0	120.7	111.3	131.3	112.4	123.6	161.6	98.3	120.7	84.9	119.4	104.9
February	128.9	144.4	138.0	120.7	111.4	131.3	112.4	123.3	160.5	98.3	120.7	84.9	119.4	104.9

Date	Sacramento							Seattle						
1942 January	111.9	123.1	106.2	113.3	84.7	121.4	106.7	116.0	132.8	111.3	110.2	108.6	113.4	105.5
February	111.9	120.9	106.2	117.2	84.7	124.2	107.3	116.8	132.3	113.5	112.6	109.2	115.6	106.0
March	113.2	124.0	106.2	119.5	84.7	125.7	107.3	117.2	132.8	113.5	113.6	109.2	120.0	106.1
April	114.2	125.9	106.2	119.8	84.7	126.2	108.4	118.7	135.4	114.1	118.1	109.2	121.0	106.2
May	114.0	126.9	103.2	120.4	84.7	125.9	108.5	120.0	139.1	114.5	118.4	109.2	120.3	106.2
June	114.3	127.8	104.3	120.5	84.7	123.1	108.5	119.3	137.2	114.5	118.0	109.2	120.1	106.3
July	115.7	132.1	104.1	119.1	84.7	125.8	108.5	119.7	138.1	114.5	118.4	109.2	120.1	106.3
August	116.7	135.1	104.1	119.4	84.7	127.9	108.5	120.9	141.7	114.5	118.5	109.2	119.8	106.3
September	117.3	135.5	104.1	120.9	84.7	132.5	108.5	122.2	145.5	114.5	118.5	110.1	119.8	106.3
October	118.1	137.8	104.1	121.1	84.7	131.4	108.8	122.5	145.2	114.5	118.5	110.1	119.8	107.5
November	118.6	138.9	104.1	121.9	84.7	131.1	109.3	123.5	147.9	114.5	118.7	110.1	119.8	108.1
December	120.8	144.8	104.1	122.5	84.7	131.7	110.2	124.5	150.7	114.3	118.7	110.1	119.8	108.3
Annual Average	*115.6*	*131.1*	*104.7*	*119.6*	*84.7*	*127.2*	*108.4*	*120.1*	*139.9*	*114.0*	*116.9*	*109.5*	*119.1*	*106.6*
1943 January	121.9	147.9	104.1	122.4	84.7	131.9	110.2	124.8	151.5	114.3	118.7	110.1	119.8	108.3
February	120.9	144.9	104.1	122.4	84.7	131.9	110.2	124.9	152.0	114 3	118.7	110.1	119.8	108.3

COST OF LIVING ON WARTIME BUDGETS IN 62 CITIES FOR WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS IN 1942–1943—Continued

Source: The Conference Board

Index Numbers, January, 1939=100

Date	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnishings	Sundries	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnishings	Sundries
	Spokane							**Wausau, Wis.**						
1942 January	114.3	122.3	99.9	114.1	130.6	125.0	106.3	113.3	126.3	102.7	113.2	102.7	123.4	103.6
February	114.4	121.5	100.3	114.3	130.6	126.2	107.0	114.6	128.5	102.7	115.8	102.1	123.4	104.6
March	115.3	123.3	101.7	115.0	130.6	128.8	107.0	114.9	128.9	102.7	117.2	102.1	123.4	104.6
April	116.4	124.4	102.2	119.9	130.6	132.3	107.2	117.2	133.6	102.7	122.6	102.1	123.4	104.7
May	116.9	125.5	102.2	121.8	130.4	131.2	107.3	117.1	133.3	102.7	122.6	101.7	123.4	104.7
June	117.5	127.3	102.2	121.4	130.7	132.3	107.3	117.8	135.7	102.7	122.6	101.7	123.8	104.1
July	117.2	126.3	102.2	121.4	130.7	132.3	107.5	117.6	135.7	102.7	122.5	102.0	123.6	103.2
August	118.8	130.9	102.2	121.5	130.7	132.3	107.5	117.7	135.9	102.7	123.9	101.4	123.6	103.2
September	119.4	132.8	102.2	121.5	130.7	132.3	107.5	118.2	137.1	102.7	124.3	101.4	123.6	103.2
October	120.2	133.5	102.2	121.5	130.7	132.3	109.4	119.5	140.5	102.7	124.8	101.4	123.6	103.2
November	121.2	136.5	102.0	121.5	130.7	132.3	109.7	120.4	142.5	102.7	125.0	101.4	123.6	103.9
December	122.5	140.3	102.0	121.6	130.7	132.3	109.7	120.7	143.4	102.7	125.0	101.4	123.6	103.8
Annual Average	*117.8*	*128.7*	*101.8*	*119.6*	*130.6*	*130.8*	*107.8*	*117.4*	*135.1*	*102.7*	*121.6*	*101.8*	*123.5*	*103.9*
1943 January	122.9	141.2	102.0	121.6	131.4	132.3	109.7	120.9	144.1	102.7	125.0	101.4	123.6	103.7
February	122.8	140.9	102.0	121.6	131.6	132.3	109.7	121.6	145.9	102.7	125.0	101.4	123.6	103.7
	Syracuse							**Wilmington, Del.**						
1942 January	115.0	128.9	109.1	118.3	104.9	121.1	105.9	114.4	126.2	103.9	118.2	99.6	114.0	106.5
February	115.6	129.1	109.1	119.3	104.9	122.3	107.2	114.9	126.1	103.9	120.2	99.6	114.0	107.4
March	116.8	130.4	112.1	122.5	104.9	123.3	106.8	116.1	128.8	104.0	121.8	99.6	114.7	107.4
April	118.1	132.3	114.0	124.8	104.6	126.0	106.9	116.9	129.6	104.0	125.1	99.0	115.5	107.7
May	119.3	134.0	114.5	125.4	107.7	125.1	107.9	118.1	133.0	104.0	124.4	100.2	115.3	108.0
June	120.1	136.9	114.5	125.0	107.8	125.2	107.9	118.6	134.7	104.0	123.9	100.2	115.1	108.0
July	120.6	137.7	114.5	124.9	107.8	125.2	108.9	120.2	138.1	104.0	124.5	103.2	115.0	108.9
August	120.7	137.2	114.7	125.8	107.8	126.7	108.9	119.0	135.4	104.0	124.1	101.5	115.4	108.2
September	121.2	137.6	116.2	125.8	107.8	127.7	108.9	119.4	136.5	104.0	124.5	101.5	115.4	108.2
October	122.1	139.6	116.2	126.2	108.1	128.1	109.9	120.5	139.5	104.0	124.7	101.5	115.4	108.2
November	122.7	141.0	116.2	126.1	108.1	128.1	110.8	121.3	141.4	104.0	125.0	101.5	115.4	108.9
December	123.5	143.4	116.2	126.3	108.1	127.4	110.8	121.9	142.9	104.0	125.0	101.6	115.4	109.0
Annual Average	*119.6*	*135.7*	*113.9*	*124.2*	*106.9*	*125.5*	*108.4*	*118.4*	*134.4*	*104.0*	*123.5*	*100.8*	*115.1*	*108.0*
1943 January	123.7	143.7	116.2	126.3	109.1	127.4	110.9	121.4	141.3	104.0	124.9	103.4	115.4	109.0
February	124.2	145.4	116.2	126.3	109.1	127.4	110.9	121.9	142.9	104.0	124.9	103.4	115.4	109.0
	Toledo							**Youngstown**						
1942 January	112.2	122.5	103.2	112.2	104.6	114.5	108.2	115.1	128.2	108.6	117.3	105.4	119.4	105.5
February	113.9	124.5	103.9	118.6	104.6	117.3	108.9	116.1	128.9	108.6	120.1	105.4	122.1	106.7
March	114.7	125.8	104.4	119.1	104.6	118.8	109.4	116.7	130.1	107.5	121.4	105.4	126.4	106.7
April	116.9	130.7	105.5	122.3	104.6	119.6	109.5	118.3	133.1	107.0	124.2	105.7	134.6	106.8
May	117.5	131.8	107.3	122.2	104.6	119.4	109.5	118.4	133.4	107.0	124.5	105.7	134.3	106.8
June	118.3	133.8	107.7	122.1	104.9	120.6	109.5	118.9	136.4	105.9	123.5	105.7	132.8	106.8
July	117.6	131.2	108.2	122.8	104.9	120.2	109.5	118.8	135.9	105.9	123.9	105.7	132.8	106.9
August	118.1	132.9	108.5	122.3	104.9	120.0	109.5	118.8	136.1	105.3	125.0	105.2	131.8	106.9
September	118.6	133.7	109.0	122.6	104.9	120.8	109.5	118.7	135.7	105.2	125.6	105.2	131.8	106.9
October	119.8	137.0	109.0	122.6	104.9	121.5	110.0	119.9	139.7	105.2	125.6	105.2	131.8	106.6
November	120.0	136.9	109.0	122.8	104.9	121.7	110.6	120.7	141.3	105.2	126.0	105.2	131.8	107.4
December	121.4	141.1	109.0	122.8	104.9	122.0	110.8	121.9	145.2	105.4	125.6	105.2	131.8	107.4
Annual Average	*117.4*	*131.8*	*107.1*	*121.0*	*104.8*	*119.7*	*109.6*	*118.5*	*135.3*	*106.4*	*123.6*	*105.4*	*130.1*	*106.8*
1943 January	120.7	138.7	109.1	122.8	105.4	121.9	110.8	123.0	148.7	105.4	125.6	106.0	131.8	107.4
February	121.6	141.4	109.1	122.8	106.1	121.9	110.8	123.6	150.5	105.3	125.6	106.6	131.8	107.4

(*Continued from page 200*)

increased weight has been assigned to other components which have shown smaller cost increases.

The effects upon the weights accorded the major budgetary items in the Philadelphia index illustrate the wartime changes in the budget. Since the new indexes vary in their quantity content from time to time, only the effective weights can be compared with the weights of the regular index.

Major Budgetary Weights—Philadelphia

Item	Fixed-budget Index		Wartime-budget Index
	Base Weights	Effective Weights April, 1943	Effective Weights April, 1943
Food	35.5	43.3	44.5
Housing	15.7	12.8	13.3
Clothing	11.0	10.7	11.1
Fuel and light	7.3	6.1	6.4
Housefurnishings	4.5	4.3	2.6
Sundries	26.0	23.1	22.1
All items	100.0	100.0	100.0

When the indexes for sixty-two cities were averaged to obtain a preliminary wartime index for the United States, the effect of introducing the new variable budgets was even less marked than in the case of Philadelphia. When pre-World War II budgets were used, the March-to-April, 1943, increase in all items was 0.9%, as compared with an increase of 1.0% using the budgets adjusted to wartime conditions. The increase from the previous year for all items was 6.8% using fixed budgets, and 7.1% when variable budgets were used. The year-to-year rise in the cost of food was 17.0%, calculated on the basis of either budget, and the increase from March to April, 1943, was 2.3% on the new basis as compared with 2.4% on the old. The "sundries" component, like that of food, showed less change from month to month and from the previous year when the new wartime budget was used. According to the new budget, there was no change in the cost of sundries from March to April, 1943, and since April of the previous year the cost of these items had risen 2.5%. On the old basis, the rises were 0.1% and 2.7%, respectively.

Housing, clothing, electricity, and gas indexes were not affected by the budget changes and, therefore, the percentage increases in both indexes for these items remained unchanged. The fuel component of the fuel and light index showed considerable change when the new indexes were computed on a wartime basis. This change was only partly owing to the effect of rationing on the consumption of fuel oil for home heating but was mainly the result of the general revision of the fuel and light indexes for individual cities which has been progressing for some time. Some of the material derived from this revision has already been published in previous issues of this publication and some has been included in previous computations of the United States index of living costs. The largest portion of the revisions of the fuel indexes, however, has never before been included in the United States index. Its inclusion at this time, along with the wartime budget revision, has had a decided effect upon the index of fuel and light. This change, of course, has also affected the index of all items.

Since both food and sundries showed less change on a wartime-budget basis than on the fixed-budget basis and since all other items except fuel were unaffected, it is reasonable to assume that except for the revision of fuel and light the weighted average of all items would have shown a smaller increase on the new wartime-budget than on the fixed-budget basis.

It should be remembered that the variations made from time to time in the quantity budgets do not cause the indexes to rise or fall by the dollar value of the adjustment. The only effect of changes in the quantities is to increase or decrease the influence of the price changes of the particular commodities upon the composite indexes of price changes.

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Eye Glass Replacement Costly

With the breakage of prescription eye glass lenses amounting to nearly $1,000 a month a shipbuilding company on the Atlantic coast has had to tighten up its liberal policy of paying for the replacement of lenses. Originally the medical department of the company replaced employees' lenses when they were broken accidentally as the result of a compensable injury. The privilege, however, was abused to the point that when glasses were broken from any cause, replacement was expected.

The safety department has now been asked to assume responsibility for issuing orders for the replacement of lenses, and employees have been advised that damaged prescription lenses will be replaced only as the result of reasonable accidental breakage, through no fault of the employee. Those who wear prescription lenses are advised to wear solid frames because a study showed that over a period of several months, three-fourths of the breakage from all causes occurred among employees who did not wear solid frames around their lenses.

Wage Incentive Plans and the War Effort

ONE OF THE effects of President Roosevelt's "hold-the-line" order of April 8 (Executive Order No. 9328) has been a new interest in the subject of wage incentives. War industries that have been paying straight-time wages are now giving considerable thought to the idea of adopting some form of wage incentive payment as a means of increasing production as well as a method of granting wage increases without running counter to rulings under wage and salary stabilization.

The War Labor Board has issued a statement that general orders are unaffected by Order No. 9328. General Order No. 5, issued by the National War Labor Board on October 14, 1942, includes the provision that "wage adjustments may be made in the rates of individual employees, without approval of the National War Labor Board, if they are incident to the application of the terms of an established wage agreement or to established wage rate schedules covering the work assignments of employees and are made as a result of . . . increased productivity under piecework or incentive plans."

Government Sponsorship

There was considerable discussion by representatives of management, labor and government throughout the month of April on the possibility of increasing production in our war plants by the introduction of wage incentives. On April 1, the president of a widely known firm of industrial engineers pointed out to an audience at Town Hall in Los Angeles that the supply of our manpower on the production front could be increased 25% or more by a widespread adoption of wage incentives and stated further that if management did not embrace the idea, labor might beat them to the gun and bring it forward as its idea. During the early part of April it became known that the War Labor Board looked with favor upon the payment of incentive wages and stated that employers who were meeting union opposition could call upon the Labor Production Division of the War Production Board for assistance. Wendell Lund, head of this division, has aided a considerable number of companies in the installation of wage-incentive plans in unionized plants.

Interest of Labor

On April 12, Philip Murray stated that the CIO was opposed to the idea of a national formula for wage-incentive plans and laid down three basic conditions necessary for negotiation of incentive systems. These conditions are, in effect: (1) no lowering of incentive rates as a result of increased worker effort; (2) assurance of a minimum work week of forty hours; (3) direct relation between current performance and normal performance standards which existed in September, 1942.

On April 15, Donald M. Nelson, Chairman of the War Production Board, set at rest the fear on the part of unions that he or his vice chairman, Charles E. Wilson, were preparing anything that might resemble a national wage-incentive formula for American industry. He made it clear that details of wage-incentive plans should be worked out at the "plant level."

Prevalence of Wage Incentives

There has been considerable discussion during the past several years about the question of whether the use of incentive plans was increasing or declining. In favor of their increase was the need for cost control and cost reduction. Opposed to their increase was the objection to them in many cases by organized labor and their association in the public mind with the driving of workers and speed-up. An indication of the prevalence of incentive plans in 1939 was provided by a nation-wide survey conducted by The Conference Board covering 2,700 concerns in all types of business. Of this group of companies, 51.7%, employing 53.3% of the total employees covered, reported the use of wage-incentive plans of some kind. In a similar survey conducted four years earlier, 74.6% of the companies reported wage-incentive plans.

One of the difficulties of getting an accurate picture of the prevalence of wage-incentive plans is that many industries are better suited to time wages than to incentive wages. In connection with the 1939 survey, 900 manufacturing companies, employing from 100 to 10,000 persons each, were selected for a separate analysis; the main basis of selection was that the type of manufacturing appeared to offer no obvious natural choice of either day-work or incentive-wage payment. In this case, 75% of the companies were using some form of incentive plan.

An interesting report under the title, "Wage Incentive Plans and Collective Bargaining," published in 1942 by the Industrial Relations Division, Bureau of Labor Statistics, United States Department of Labor, includes some significant statements on the prevalence of wage-incentive plans Following are some excerpts from this report:

> The West Coast shipbuilding agreement forbids piece work or bonus wage systems, but wage-incentive plans are prevalent in the large shipyards on the East Coast. No piece work exists in Government Navy yards or ar-

senals.* In aircraft manufacturing, incentive methods are confined to a few plants in the eastern area. The important West Coast pulp and paper agreement prohibits wage incentives, although bonus plans exist in a few pulp and paper plants elsewhere.

Widespread changes in methods of wage payments have taken place in the automobile industry during recent years as a result of union pressure. Since 1934, many of the largest units in this industry have changed from piece work, group bonus, and other incentive plans to a straight hourly wage basis. Similar changes have taken place in many of the automobile parts companies. At the present time less than a fifth of the workers in the motor vehicle industry are paid on an incentive basis.

In contrast to the automobile industry is the flat glass industry where the union has effected a very substantial increase in the coverage of incentive plans and has actively favored the extension of group incentive methods. Whereas most unions are particularly opposed to group incentives, the glass union has favored this form of incentive plan, because production methods peculiar to this industry seem to make such group arrangements desirable. The union's present policy was arrived at only after full discussion with employers on the question of abolishing all incentives in the industry.

A large proportion of the employees in the electrical equipment and nonferrous metal mining and fabricating industries are paid under various forms of incentive systems. Most of coal mining is on a tonnage basis. In the rubber tire industry various "point" incentive systems have been widely established. More than half of the employees in the steel industry are either piece or bonus workers.

Wage-incentive Problems[1]

One of the causes of unfavorable criticism of straight piece work a few years ago was the unfairness of delays caused by interrupted flow of work or by breakdown of equipment for which the worker was not compensated. Today, in most companies, it is the general practice to pay the worker a make-up allowance for time lost in this manner. The present trend seems to be in favor of a daily calculation of incentive earnings. For example, in the "Little Steel" decision, the steel companies were directed by the War Labor Board to incorporate in their contracts the following provision:

> The Corporation agrees that each employee (except apprentices and learners) shall be guaranteed and shall receive for each day's work an amount which shall be not less than 78¢ (the minimum common labor hourly rate for the particular plant involved) multiplied by the number of hours worked by him on that day, but if such employee's fixed occupational hourly rate is more than 78¢, the Corporation agrees and guarantees that he shall receive for each day's work an amount which shall be not less than his fixed occupational hourly rate multiplied by the hours worked by him in that day. Further, in no case shall a worker receive for a given day less than the amount earned by him as a result of the application of piecework, tonnage or production rates.

Guaranteed Standards

Since incentive workers know that abnormally high earnings usually lead to an analysis of their jobs, it is natural that there should be a tendency when workers reach a certain peak in production to hold it at that level. Workers are as aware as management that there is a potential method change on almost every operation. In many companies changes in manufacturing method occur so frequently that it becomes a serious problem to make sure that every change is properly reported and that proper action has been taken immediately to revise the performance standard on the job. It has become evident to many executives that management must either maintain a large staff of experts on wage administration or else adopt a policy of limited guarantee of wage-incentive standards in place of the unlimited guarantee which exists today in the majority of plants having incentive systems.

Performance Rating

One of the important tools that aids in operating a wage-incentive plan is a grading or rating procedure for expressing the worker's performance numerically. This rating considers only two factors: physical skill and physical effort. It is often referred to as skill and effort rating, worker rating, or more often simply as effort rating. According to the definition adopted by the national committee[1] set up by the Society for the Advancement of Management to study the subject of rating time studies, "rating is that process during which the time-study engineer compares the performance of the operation under observation with the observer's own concept of proper performance."

Some time-study engineers rate standard performance as 100 and top performance as 120, while others may consider standard performance at some point such as 80 and top performance as 100. The important consideration in this rating procedure is that every one concerned should have an adequate visualization of what constitutes standard performance, what constitutes top performance and what constitutes a killing pace. Most modern companies consider it desirable that workers shall keep their top performance a reasonable distance below a killing pace. It would be a great mistake for war industries to extend the use of wage incentives in their plants unless they have trained time-study engineers available who are capable of making an accurate appraisal of worker performance on production operations.

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*Since 1914–1915 there have been riders attached to the Army, Navy and Post Office appropriation bills specifying that no part of the appropriation "shall be available for the salary or pay of any officer, manager, superintendent, foreman or other person or persons having charge of the work of any employee of the United States Government while making or causing to be made with a stop watch or other time-measuring device a time study of any job or any such employee between the starting and completion thereof, or of the movements of any such employee while engaged upon such work; nor shall any part of the appropriations made in this act be available to pay any premiums or bonus or cash reward to any employee in addition to his regular wages, except for suggestions resulting in improvements or economy in the operation of any government plant; . . . . ." (Public Law 441—77th Congress)

[1] See *Studies in Personnel Policy No.* 19, "Some Problems in Wage Incentive Administration" for a more detailed discussion of this subject.

[1] For a technical discussion of this subject see "What is the Measure of a Fair Day's Work?" by Phil Carroll, Jr., Management Consultant, *Advanced Management*, October-December, 1942.

The directive order of the War Labor Board in the case of the Marlin-Rockwell Corporation on April 2 included a statement that the company should incorporate the following clause in its union agreement:

> It is the intent of the company to set piece rates so that the average earnings of a diligent, experienced worker per day will amount to approximately 20% above his guaranteed daily compensation. The company agrees to review any rate under which a diligent, experienced worker does not achieve such earnings.

WPB GUIDING PRINCIPLES

On April 30 a statement was issued by the War Production Board under the heading, "Essential Features of an Effective Wage Incentive Plan." It takes the form of a set of ten guiding principles to be used in connection with the administration of wage-incentive plans. Following are excerpts from the WPB statement:

> **1. Production Standards**
>
> For the purpose of this presentation the term "Production Standard" means the amount of work which should be produced in one hour by a qualified operator working at a normal rate of speed under normal operating conditions. It should represent the amount of work which could reasonably be expected from a qualified operator who is paid for his services on a straight-time basis without any financial incentive for attaining maximum production.
>
> Time studies which are used as a basis for the setting of production standards should be made by persons selected from the operating forces who display an aptitude for and a desire to engage in this type of activity. It has been demonstrated that a production worker of average intelligence and having the proper attitude can readily be trained in the proper time study and rate setting technique by any person qualified to give such training.
>
> Before undertaking the installation of an incentive plan, the authorized representatives of the workers to which it will apply should be fully informed regarding the methods, procedures and objectives involved, and their aid and counsel should be continuously solicited in carrying the plan through to a successful completion.
>
> **2. Guaranteed Standards**
>
> To assure full and unrestricted production and complete confidence in the plan, the management should formally guarantee the workers that the standards as originally established will not be increased unless technological developments in the materials or methods employed justify such action, and even in those instances the concurrence of the workers or their representatives should be secured before the change is made effective.
>
> **3. Equitable Base Rates**
>
> The term "base rate" has reference to the worker's hourly rate of pay, which is ordinarily the going-market or prevailing-rate for the type of work in which engaged. It is the rate that would ordinarily be paid to the worker regardless of whether or not he is given an opportunity to earn an additional amount under an incentive plan.
>
> **4. Guaranteed Earnings**
>
> Management should guarantee each worker that he will be paid at his base rate for all authorized time spent on the company premises regardless of whether or not he attains the production standards established for a particular job.
>
> **5. Lost Time**
>
> A careful and accurate record should be kept of all time lost by the worker due to no fault of his own. Not only should the worker be paid for this time at his regular base rate, but also this time should be eliminated in determining whether or not the worker met or exceeded the production standards for the jobs on which engaged.
>
> **6. Full Value of Time Saved**
>
> If the worker produces in excess of the established standards, he should receive the full value of the time represented by this excess production. For example, if the production standard is one piece per hour and the worker in an eight-hour day produced ten good pieces, he has in effect saved two hours for which he should be paid at his regular base rate.
>
> **7. Maximum Coverage**
>
> It is to the best interest of all parties concerned to cover as much of the work with standards as is practical or possible in order that the maximum amount of the worker's time is spent on rated jobs.
>
> **8. Substantial Bonuses for Exceeding Standards**
>
> Assuming the worker receives the full value of all time saved, the production standard should be set so that a qualified worker working at his best skill and effort could produce on an average up to 25% of his base rate for each hour on rated jobs. Experience has demonstrated that the worker will put forth his best efforts if in so doing he is given an opportunity to increase his earnings by 25%.
>
> **9. Readily Understandable**
>
> It is conceded that the most readily understood and the most simple wage-incentive plan from all standpoints is the straight piecework system under which money values are established for each unit of production and that any deviation from that plan inevitably adds complications. It is desirable to maintain the utmost simplicity in connection with any procedure or technique that involves an individual's earnings.
>
> **10. Flexibility**
>
> The basic principles of the plan should be applicable to either group or individual standards.

CIO GUIDING PRINCIPLES

Although it can hardly be said that all units of the CIO are at present uniformly in favor of adoption of wage-incentive plans, there seems to be a prevailing trend in that direction. This is evidenced by the CIO publication, "Producing for Victory,"[1] published in 1942. The following excerpt from this pamphlet provides an interesting indication of this prevailing attitude:

> Experience in many plants has shown that production can sometimes be increased as much as 100% or more by eliminating losses and delays through better coordination of time and effort.
>
> In light of the changed situation today where we are assuming responsibility together with management for increased efficiency, wage-incentive systems have merit.
>
> The main consideration for us today is increased output. But workers must also be rewarded for their efforts by increased pay and our unions must be vigilant in checking abuses.
>
> Adequate and fair incentive systems must be simple to understand and operate. Standards of performance should be expressed in units of time, preferably established through time study.
>
> In the past, time studies and wage incentive systems were too often made very mysterious and outside of labor's concern. Labor's prejudice against the stop watch was natural when we had no voice in its use. But with union protection and our demand for better production, efficiency and scientific management can be placed at the service of labor.
>
> The time study in itself is not injurious if properly handled. It is a technique, an instrument—just like a gauge or caliper. Its regulation, its proper use is what counts.

E. S. Horning
Management Research Division

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[1] Prepared and compiled by International Federation of Architects, Engineers, Chemists and Technicians and published by the Congress of Industrial Organizations.

Company Allowances for Servicemen's Dependents

THE THREATENED draft of married men with children has caused some companies to reexamine their military service policies. Should they provide supplemental compensation for dependents of men inducted into service or should their support be left entirely to the government through the Servicemen's Dependents Allowance Act of 1942?

In its November, 1942, survey of military service policies,[1] The Conference Board found that a very small fraction of the companies studied, 3%, were providing such benefits. Indeed, because of the increasing number of married men drafted into the armed forces and the passage of the Servicemen's Dependents Allowance Act, several companies which had previously provided for such benefits had discontinued or modified them, with the result that the percentage of concerns with these provisions was lower in the November, 1942, survey than in the March, 1942, study, when 6% of the companies included granted dependents' benefits.

To aid employers who are interested in setting up allowances for wives and children of their employees called to the colors, the details of the dependents' allowance provisions of which The Conference Board has record are given below.

Machine Company

For men without dependents, the military allowance is equivalent to one-quarter of the difference between company and military pay and is given for fourteen months.

For men with dependents, the allowance is the same, plus $20 a month for each dependent, but in no case more than three-quarters of the difference between company and service pay.

Public Utility Company

A military allowance equivalent to the difference between company and government pay is given for two weeks to employees with less than one year's service, and for three months to employees who have longer service. In computing government pay the company includes pay for length of service and special qualifications for duty and allowances for dependents.

Men with wives or dependents receive the difference between company and military pay for an additional period of three months. Previously these dependency benefits were equal to one-half the difference between company and military pay and were paid for the period of absence up to the end of 1942.

Insurance Company

The amount of military service allowance is computed as follows:

	Amount of Monthly Payments
Unmarried employee	10% of last month's pay
Married employee, without children	15% of last month's pay
Married employee, one or more children	20% of last month's pay

Months of Employment	*Maximum Number of Monthly Payments*
Less than 6 months	None
6–11 months	3
12–17 months	6
18–23 months	12
24 months or more	18

Allowances previously provided have been curtailed because of greatly increased numbers of married men who have been called and the possibility of men with families being inducted; also because of recent legislation improving base rates for men in service, and making provision for dependent wives, children, parents and others.

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[1] Conference Board Reports, "Company Policies on Military Service and War Jobs," *Studies in Personnel Policy*, No. 52, 1942.

Oil-refining Company

Employees without dependents receive two months' regular pay. Employees with dependents are given full pay during the first two months, thereafter 50% of regular wage or salary, less government pay and allowances of all kinds, including those paid to or for family or dependents for the period. Dependents are defined as spouse, dependent child, or any person treated by the Bureau of Internal Revenue as a dependent for an income-tax exemption.

All regular employees with one year or more of service with the company, subject to specified limitations on new employments and marriages, who are granted a special leave of absence for military service, may, after submitting written application, receive monthly payments for certain dependents in the amount by which "company pay" exceeds "government pay," in accordance with the following definitions and maxima:

> Payments for dependents may be made only for the wife, children and parents of the employee who receive support from the employee to the extent of at least 20% of his company pay. The degree of dependency shall be determined as of the last day of active service with the company or as of January 1, 1943, whichever is later.
>
> If the employee is a member of his parents' household and in receipt of board and lodging, no payment by him to either parent up to 20% of his rate of pay last in effect shall be deemed "support." In such cases, therefore, "support" constitutes payments to the extent of at least 40% of the rate of pay last in effect.

Government pay shall include the following items:

> 1. Anticipated pay to be received from state and federal governments during the special leave of absence on the basis of the rank which the employee is to assume as of his induction into military service and shall include base pay plus any allowances for rent, subsistence, service, ratings or special qualifications but exclude allowances for travel, uniform, etc.
>
> 2. Any unemployment benefits and payments by state and federal governments to or for the support of dependents which are not a part of the regular pay of members of the armed forces. Credit will be taken by the company for dependency payments by the government on the basis of the employee's rank as of January 1, 1943, or as of the date of entry into military service, whichever is later. Credit is to be taken for the benefits to which the employee may be eligible and is not subject to the employee's decision to make application for same.

Allowances payable under this program shall not exceed (1) the employee's monthly contribution to the support of his named dependents at the time of his induction into military service, as reported by him on his written application, or (2) 50% of the employee's company pay, whichever is less.

Changes in the status of dependents during the period from January 1 to June 30, 1943, which are beyond the employee's control may be used as the basis for an interim application for dependency payments or a notice that the dependency payments are no longer due; for example, the death of a parent, resulting in the need for support of the survivor by the employee, or the death of a wife, resulting in the elimination of a need for any dependency payments.

No payments are to be made for dependents resulting from a marriage which took place on or after December 7, 1941, or after entry into military service, even though such dependents qualified for payments prior to July 1, 1942.

No dependency payments will be made to individuals employed after July 1, 1942, or to individuals employed on or after December 7, 1941, who were given letters advising them that they were hired to replace employees serving with the armed forces.

The provisions for payments for dependents will be terminated on June 30, 1943, at which time the company will consider continuing the policy beyond that date in the light of experience and existing circumstances.

Pharmaceutical Company

In addition to a special allowance of one month's pay, additional compensation will be given those employees entering military service who have one or more persons wholly dependent upon them for support.

Such additional compensation will amount to the difference, if any, between total service pay including all allowances received by the individual from the government, and the percentage of company pay indicated by the following schedule:

Length of Service	*% of Company Pay*
10 years and over	100
8 up to 10 years	90
6 up to 8 years	80
4 up to 6 years	70
2 up to 4 years	60
Less than 2 years	50

Such benefit payments shall not, however, exceed a maximum of $100 a month if an employee has one dependent, or $125 a month for two dependents, or $150 a month for three or more dependents.

These payments will begin thirty days after the date of termination of active employment. There will be no specified number of months during which additional compensation may be given under certain circumstances because of dependents. Such payments may be discontinued at any time, but thirty days' advance notice will be given.

Under no circumstances shall the total special allowances amount to more than the salary or wages received by the individual from the company.

The term "company pay" will include all average bonuses (attendance bonus excepted) paid on a tri-monthly or monthly basis, but will not include bonuses paid on a quarterly, semi-annual or annual basis.

Machinery Company

To any employee engaging in military service, the company will pay one week's average earnings (based on previous twelve months) for each year of company service up to maximum of three weeks' pay.

In addition, to every employee who has one or more members of his immediate family dependent upon him for their chief support, the company will pay compensation equal to the difference between three-quarters of his average monthly earnings and military pay, including any governmental allowance to dependents. One month's compensation will be given for each four months of company service.

If members of the immediate family of an employee are not entirely dependent upon him for their livelihood, consideration will be given to temporary or partial assistance upon submission of facts to the Personnel Department. Also, every effort will be made by the Personnel Department to help members in the employee's immediate family to secure suitable employment. Preferential consideration for existing openings will be given to those who wish to enter the company's employ.

Department Store

Each employee receives for a period of one year an allowance based on the following schedule:

Length of Service	*% of Difference between Company Pay and Military Service Pay*
4 or 5 months	5
6 or 7 months	10
8 or 9 months	15
10 or 11 months	20
12 or 13 months	25
14 or 15 months	30
16 or 17 months	35
18 months or more	40

Married men who were enroled in the Militia, Army Reserve or Navy Reserve prior to October 25, 1940, are paid double this schedule, and similarly enroled single men with special dependent problems may be given a larger supplement than scheduled.

The company expects to modify this schedule.

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Management Research Division

Comments on Management Problems

A POLL OF THE VIEWS OF EXECUTIVES OF REPRESENTATIVE COMPANIES ON MATTERS OF TIMELY INTEREST

POINT 1. Under conditions of labor scarcity there is a tendency for employees to regard compliance with company rules rather lightly on the assumption that they can safely take liberties because the company cannot afford to lose valuable workers. This raises the problem whether the management will enforce the rules on the same basis as in the past or overlook infractions that are not too serious. The whole disciplinary policy is involved. How are companies meeting this problem, particularly when company regulations provide specific action in the case of particular infractions?

Replies to this question do not indicate an outstandingly predominant policy. No change in enforcement policy was reported by about a third of the companies. A smaller group reported that minor infractions were overlooked but that serious ones were dealt with adequately. Another group probably had substantially the same thought in indicating that rules must be enforced but with discretion.

On the other hand, a few companies found this no problem at all. Three companies reported an even stricter-than-normal adherence to company regulations because of war production conditions. Two companies reported no difficulty with infractions, and two others indicated that patriotic feeling and the effect of outside influences were causing even fewer infractions than usual. It was brought out several times that the discipline problem was largely influenced by educational work carried on by management and that where an effective job was being done, particularly with newer employees, rules were being well observed. It was also observed in a few cases that most of the problem of discipline for rules infraction was to be found in the newly employed workers who had not yet become accustomed to industrial work and that longer-service employees were causing little or no trouble. Comments on this question included the following:

> The problem of discipline under conditions of growing labor scarcity can best be tackled by the establishment of a single, central discipline control board in each plant, as we have done. A central board, which includes the fore-

man and superintendent of the employee involved, together with a representative of the industrial relations department who is familiar with prior cases, can deal with such matters much more fairly and uniformly than can the individual foreman. Under conditions of growing labor scarcity the customary use of temporary lay-off as a disciplinary measure begins to lose its effectiveness. However, it can still be used in a great many cases, particularly with employees of long standing who are concerned about protecting their seniority. On the other hand, more attention needs to be paid such disciplinary measures as warnings, demotions (permanent or temporary), and appeals to the employee's patriotism and sense of duty.

Shop rules must still be enforced in order to maintain discipline, but it is necessary to use a little more discretion and imagination in the methods used in enforcing shop rules.

While the statement that there is a tendency for employees to regard compliance with company rules lightly may be true in some industries or even in general, we believe it is not true for our working force. Because they realize the seriousness of the present situation, because they are influenced by the discipline and regimentation features of army life which are reflected from their sons, brothers and associates who have entered the Army, and because public opinion favors getting on with the war, we believe the discipline of our employees will not be impaired. It has been our experience that our employees have been as much, if not more, interested in the maintenance of discipline because without it they recognize that they cannot work safely.

Because of labor scarcity, it is common practice, as a result, for minor violations to be overlooked. Major infractions, however, call for more drastic disciplinary action even, if necessary, a discharge. If the comparison can be made to refereeing a basket ball game, the referee, in order to speed up the game, might overlook a few technical violations but if the game develops into a rough and tumble affair then he must tighten up.

Although we have had some increase in infractions of our rules, we find the best approach to be one of maintaining our standards and enforcing our rules to assure the maintenance of discipline. The manpower shortage and the feeling of support derived from governmental policy has tended to give our employees an independence which is not conducive to the maintenance of discipline. Supervisors have a natural reluctance to enforce disciplinary measures that may result in dismissal because of the difficulty of replacing men lost. However, the policy of the company with respect to the enforcement of discipline has not changed. We have lost several employees in enforcing these rules, but we find this loss is offset by improved morale and discipline among our workers.

At a meeting the other day the question of relaxation of company policies came up for informal discussion. It was the general consensus of opinion among those present that there can be no relaxation of company rules where there are specific actions to be taken for particular infractions. Most company rules were established for sound reasons, such as safety measures, fire prevention, health control, the general welfare of the employees, or the protection of the employer's property. During times such as these it is a temptation to suspend or modify such regulations, but generally speaking we all agreed that for the good and welfare of everyone concerned the only thing to do was to enforce the regulations no matter how much it hurt at the time.

At our plant we try to be as fair as possible, but very firm, and find that the vast majority of our employees respond adequately. We do not hesitate to discharge or otherwise discipline an employee who violates company policy. We have found that having a "clear record" is important to a worker, and the knowledge that records are kept and used in requests for references or on manpower releases has a salutary effect.

Unfortunately, ours is one of the companies where employees are tending to take rule infractions lightly, knowing that the need for manpower is great enough to offer them strong job protection. Rules are not being enforced as rigidly as in the past. Industrial relations policy regarding these matters has not changed, and personnel representatives would like to see strict enforcement to maintain morale and efficiency. Supervisory employees are likely to be lenient, however, in order to hold their workers. It is particularly true that skilled laborers can take liberties without fear of suffering the consequences prescribed in the regulations. Their actions frequently are overlooked, while similar infractions by new or unskilled employees usually carry the maximum policy. An attempt is being made to enforce the rules by appealing to competition among the employees themselves. It is hoped that the recent WMC job freezing ruling, if effective, may assist in the solution of this problem.

This company has not relaxed on the enforcement of rules. Rather, we are insisting that our supervisory force pay more regard to this matter than ever before. It is our opinion that people in general prefer to work in an orderly factory where proper discipline is maintained. We believe that without a high degree of discipline, good morale cannot be achieved. In this respect, together with the employees' respresentatives, we have developed a disciplinary policy broken down into major and minor violations. Major violations call for immediate dismissal, while the disciplinary action on minor violations is enforced in accordance with the seriousness of the violation. Employees are required to sign statements whenever, in the opinion of the foreman, an infraction of rules calls for such action.

POINT 2. The program announced by the War Manpower Commission calls for induction into the armed services in the not distant future of practically all physically fit males between the ages of 18 and 38 without regard to dependency status and with relatively

few given occupational deferments. This would call for induction of members of management as well as rank-and-file employees. If and when this occurs, how effectively do you believe that your company and other companies in your area will be able to meet production requirements?

Reactions on this problem might be summarized in the statement that while in general companies have been able to adjust to losses through Selective Service reasonably well up to this point, they foresee an inevitable drop in productive efficiency if deferment policy becomes so strict that a considerable number of key men and supervisory and executive personnel is lost. The best picture of the situation is drawn by the following comments from particular companies:

> There is little doubt that if the proposed policy of induction into the armed forces of most of the physically fit males between the ages of 18 and 38 is carried through with little regard for occupational deferment, industrial production is going to suffer seriously. The most important stock-in-trade of American industry is the "know how" and conscientious application of supervisors of executive and sub-executive rank. If these are to be drawn into the armed forces, we cannot hope to attain our maximum production possibilities.

> We shall undoubtedly be seriously affected by loss of manpower to the armed services. We have already lost about 20% of our staff to the armed forces and anticipate losing an additional 15% by the end of 1943. It is difficult at this time to determine whether or not we shall be able to meet our production requirements. Under existing circumstances we have done everything possible to meet our goals, and have succeeded thus far. We are relying on an extensive training program and the employment of women and other draft-free employees to meet our requirements. It is essential, however, that we be permitted to retain our highly skilled employees and the bulk of our supervisory staff if production goals are to be met.

> We are engaged in war production 100%, and we have urgent orders for war production material that we are unable to make proper deliveries on now, on account of the manpower shortage. We have machinery standing idle that should be running, but we cannot operate it on account of the failure of the draft authorities to pay any attention to our requests for deferments. We believe this condition is general, and will effectively slow up the war production.

> We have kept abreast of Selective Service for the past year and a half, anticipating that some of our executive force might be taken from us. Through planned reassignment of our over-age men and replacement of those men taken by Selective Service with over-age and 4-F men who had executive potentialities, we were able to gradually reinforce our organization with some capable understudies. As a result of this planning, we now feel that our production will go forward without any interruptions, despite any further losses of manpower to the draft.

> We are, however, concerned with our technical men, such as chemical and mechanical engineers and research chemists. These men cannot be replaced by older men, as it has been found that imagination, inventive genius and fertility of mind so necessary for the development of new things and creative ideas are an attribute of youth. As a man matures, his creative ability encompasses smaller spheres and he tends to stay closer to home rather than let his imagination run rampant. This is a problem that the War Manpower Commmission and other interested government agencies will have to solve for us. They are aware of the situation and the seriousness of it. If the companies who are engaged in industry necessary and vital to the war effort are to continue to operate their plants at the highest level of efficiency then it's squarely up to Washington to provide the formula for either the replacement of these men or their retention at their highest level of skill.

> Sixty-nine and three-tenths per cent of our male employees on April 15, 1943, were between the ages of 18 and 38, and this applies to not only rank and file employees but also to those in responsible positions of supervisors. We have had the practice of making requests for deferments only where we will follow with an appeal, and to date we have been successful in winning one appeal out of three, although our batting average has been considerably better for deferments. However, with the tighter situation, we hardly know what to expect.

> If occupational deferments are in the future disregarded or severely curtailed as a matter of national policy, we will, of course, be severely handicapped. This, I believe, should not happen unless the need for war materials becomes much less great. It is my impression that most of the larger companies in this area are following the same course as our company, and that those that have been able to work out replacement schedules effectively are having little trouble through losses of key people.

> The manufacturing organizations of the country, even those, like ours, that are engaged one hundred per cent in war production (aircraft) certainly are operating much less effectively now than a year ago as a result of the loss to the armed forces of large numbers of men from all categories of employment in the range of laborers to management. If, actually, all physically fit males between the ages of 18 and 38, without regard to dependency status, are to be inducted into the armed services with relatively few being given occupational deferment, it is certain that efficiency will fall further.

> The crux of the matter is the degree to which deferment will be made upon an occupational basis. In this area there has been much talk of the possibility of 7% to 11% of the draft-eligible males employed by war plants as of the first of this year being allowed to stay on the job for the duration of the war. To us, these figures seem an

irreducible minimum. There must be an adequate Army, Navy and Air Force, but the armed forces cannot defeat the Axis unless they have adequate, top-quality equipment delivered on time. The percentage of draftable men industry is allowed to keep can be too high from the standpoint of the needs of fighting personnel. It should be realized, however, that too few skilled laborers and management representatives on the production front may not only make it impossible to meet production requirements but can lose the war.

The program of inducting men into the armed services now being followed by the War Manpower Commission is making deep inroads into our organization. It is affecting skilled factory employees as well as minor executives who cannot be replaced. It appears to me that if we go in the direction we are now headed that the companies in this area will face some very serious problems in the near future. In certain areas on the Pacific Coast the plants which this company operates are already faced with recruiting problems which are seriously affecting efficiency and lowering production.

The replacement of male employees between the ages of 18 and 38, in accordance with the War Manpower Commission's recently announced program, presents a very serious problem in our company. However, we are anticipating our problem by "backing up" all of our management employees in that age bracket with others beyond the age limit. In the case of rank-and-file employees, we are training women for all light jobs, and, as heavy jobs are vacated, moving the older men to them. There is a shortage of labor in our area at this time, but we believe that production requirements will be met provided manufacturers recognize that there are channels of labor available that were not heretofore considered, such as women, Negroes, physically handicapped, etc.

POINT 3. The hardships and difficulties encountered by employees in getting to and from work have been cited as an important contributory factor in absenteeism and the cause of most employee tardiness. In spite of share-your-car and other methods of increasing transportation facilities, is employee transportation proving a difficult problem to companies in your community? If so, have any noteworthy methods of solving the problem been developed?

An overwhelming majority of companies report that the transportation problem has worked out satisfactorily so far and that very little tardiness or absenteeism can be attributed to lack of transportation. A few companies considered it still a serious problem and looked to staggered hours as the best available solution. In one case, however, it was believed that staggered hours, if put into effect, would further complicate the problem. Several expressed the supplementary thought that while 'share-the-ride' arrangements and certain other provisions had worked out very well so far, the time might be approaching when lack of spare parts or new tires for workers' cars might interfere with the effectiveness of this program. Two comments on the problem follow:

Our organization has a particularly effective employee transportation department. While there are many individual problems that are arising constantly, transportation here has been so organized that our employees have at their disposal the necessary facilities for getting to and from work. The outstanding feature of the department's work is its accomplishment in connection with the chartering of buses. Currently, 134 buses owned by six companies are serving the double purpose of operating on their regular runs and taking people to and from our plants at the time of shift changes. They serve from eighteen to twenty thousand employees. Routing, scheduling, establishing of loading zones and determination of fares are all handled by the company. To assist those who drive their own cars to work, the company maintains an area rationing board which not only cares for the gasoline needs of employees but also rations tires, bicycles, rubber boots and other footwear. A rider-driver clearing house is maintained to assist those who have space in their cars and those who want rides to get together. On a monthly basis recently rides requested have totaled 5,800 and rides offered 3,500.

Transportation was proving a difficult problem in companies in our community. However, nearly all of the large concerns have set up a transportation and rationing office of some kind, and, in addition to handling the usual transportation and rationing problems, the plant committees have gotten together and as a group approached bus lines and other transportation facilities to improve schedules, etc.

Sending Employee Magazines Abroad

Many companies are sending their employee magazines to workers in military service so that these men may be kept in touch with events in the company.

According to a ruling made early this year by the Postmaster General, publications to be sent to men overseas must not weigh more than two ounces and must be mailed first class. Although this was later amended to an eight-ounce limit, first class, the postage cost, as well as the realization that cargo space is at a premium, is stimulating the publication of special overseas editions of employee publications.

The new military edition of the magazine published by the Caterpillar Tractor Company is a miniature reproduction of the regular edition distributed to employees at the Peoria plant. It is printed by offset on thin paper and weighs about 1½ ounces, including envelope. General Motors Corporation is printing its overseas edition of "News & Views" on onion skin.

Absenteeism in Industry

ABSENTEEISM accounted for an average loss of 0.8 days per man and 1.2 days per woman in February. These averages were computed from figures of absenteeism in fifty-two plants located in eighteen states and the District of Columbia and employing 144,717 persons. War materials constituted about 73% of the output of the plants represented. Approximately 14% of the men and 34% of the women were office workers.

TABLE 1: FREQUENCY AND DURATION OF ABSENCE AMONG 112,600 MALE EMPLOYEES, FEBRUARY, 1943

Number of Hours Worked per Week

Weekly Work Hours	Average Number of Absences per 1,000 Employees			Average Days Lost per Absence			Average Number of Days Lost per Employee
	Short-Term	Long-Term	All Absences	Short-Term	Long-Term	All Absences	
Over 60....	257	111	368	1.8	8.3	3.8	1.4
55–59......	...	...	...	...	...	...	...
50–54......	233	55	288	1.5	7.4	2.6	0.8
45–49......	304	77	381	1.5	6.9	2.6	1.0
40–44......	94	42	136	1.6	9.6	4.1	0.6
35–39......	311	60	371	2.4	7.0	3.1	1.1
Total....	199	60	259	1.6	8.0	3.1	0.8

The final row in Table 1 is a computation made from the report of one company with a rate of time loss higher than other companies working less than sixty hours but with a lower frequency rate, thus indicating that the company's time loss was mainly owing to an unusually small group of repeating absentees.

Short-term absences occurred among women at a frequency of 332 per thousand, and long-term absences at a rate of 101 per thousand. The combined rate was 434 per thousand, with each absence averaging 2.8 days' duration.

TABLE 2: FREQUENCY AND DURATION OF ABSENCE AMONG 32,117 FEMALE EMPLOYEES, FEBRUARY, 1943

Number of Hours Worked per Week

Weekly Work Hours	Average Number of Absences per 1,000 Employees			Average Days Lost per Absence			Average Number of Days Lost per Employee
	Short-Term	Long-Term	All Absences	Short-Term	Long-Term	All Absences	
50–54......	249	80	329	1.7	7.0	3.0	1.0
45–49......	384	71	455	1.5	5.9	2.2	1.0
40–44......	312	138	450	1.4	5.3	2.6	1.2
35–39......	390	116	506	1.7	6.5	2.8	1.4
30–34......	427	82	509	1.4	6.3	2.2	1.1
Total....	332	101	433	1.5	7.1	2.8	1.2

Of the employees covered by the survey, 22.2% were women. Since the government estimates that women constituted 33.5% of all persons employed during January, it would appear that the Board's sample was somewhat more representative of heavier industry or of companies in which women have not been employed so rapidly as in industry in general.

Cases of absences for short terms among the men were at a rate of 199 per thousand, and for long terms at a rate of 60 per thousand. Their overall rate of absence was 259 per thousand, and the days lost on absence averaged 2.1.

ABSENCES COMPARED

Women accounted for 32% of all absences, 32% of those of one, two or three days and the same percentage of those extending over four or more days. They showed a 68% greater likelihood to be absent than men. Short-term absences were 67% more frequent among them than men, and long-term absences 68% more frequent. Short-term absences accounted for 40% of the total time lost by women because of sickness, nonindustrial accidents and personal reasons.

TABLE 3: FREQUENCY AND DURATION OF ABSENCE AMONG 87,247 MALE AND 25,893 FEMALE EMPLOYEES FEBRUARY, 1943

Classification	Short-Term Absences			Long-Term Absences			All Absences		
	Ill	Accident	Other	Ill	Accident	Other	Ill	Accident	Other
Absences per 1,000 employees									
1,000 men....	88	4	109	38	2	20	126	6	129
1,000 women..	170	9	171	55	3	52	225	12	223
Days lost per absence									
Men..........	1.6	2.5	1.5	9.2	10.7	5.5	3.9	4.7	2.1
Women.......	1.5	1.9	1.5	8.5	7.5	5.7	3.2	3.3	2.4

EFFECT OF LONGER HOURS

The relationship of absenteeism to hours of work for male employees is indicated in Table 1. The effect of longer hours upon illness and other reasons for absence becomes apparent. The number of days lost per absence is sometimes used to indicate the effect of longer hours upon illness and other reasons for absence, but since the number of absences per thousand also increases as the work week is lengthened the accuracy of this relationship is somewhat impaired.

Similar data on hours and the absenteeism of women are given in Table 2. It would appear that increased hours of work induce absenteeism more among women than among men, although the range of weekly work schedules for women is not great enough to provide adequate comparison with men working longer hours. Thus it is difficult to determine whether there is a level beyond which hours of work have no effect on the number of days lost per employee.

The reports of thirty-six plants employing 113,140 persons are analyzed in Table 3 to show the relative importance of illness, nonindustrial accidents and absence for personal reasons. Illness accounted for 48.6% of the absences; nonindustrial accidents, 2.4%; and personal reasons, 49.1%. These causes were responsible for 60.0%, 3.3% and 36.7%, respectively, of the time lost.

TABLE 4: FREQUENCY AND DURATION OF ABSENCES AMONG 94,476 MALE AND 28,053 FEMALE EMPLOYEES SEPTEMBER, 1942–FEBRUARY, 1943

Monthly Rates

Period	Average Number of Absences per 1,000 Employees per Mo.			Average Days Lost per Absence			Average Number of Days Lost per Employee per Year
	Short-term	Long-term	All Absences	Short-term	Long-term	All Absences	
Sept.–Nov.							
Men.....	161	39	200	1.6	8.1	2.9	7.2
Women..	301	58	359	1.5	7.6	2.5	10.8
Dec.–Feb.							
Men.....	202	52	254	1.0	9.4	3.5	10.8
Women..	470	92	562	1.6	9.1	3.4	19.2
Sept.–Feb.							
Men.....	183	47	230	1.2	6.3	3.3	9.6
Women..	345	80	425	1.9	8.7	3.1	15.6

TABLE 5: AVERAGE WEEKLY WORK HOURS

For Employees in	Men	Women
Factory........................	44.5	43.4
Office..........................	42.8	40.9
Total........................	44.3	42.5

Women showed a slightly greater tendency to be absent for reasons of illness, with 48.8% of their absences reported under this category as compared with 48.4% for men. Personal reasons were second in importance, accounting for 48.5% of women's and 49.6% of men's absences. Nonindustrial accidents were almost negligible, amounting to only 2.7% and 2.2%, respectively. Overall per annum rates of 9.6 days for men and 14.4 days for women were somewhat higher than earlier rates of the United States Public Health Service and were the same as in the Board's January survey. It is particularly noteworthy that the number of days lost per absence because of illness and nonindustrial accidents was higher than because of personal reasons.

Table 4 includes the average rates of absenteeism in the cooperating companies over a period of six months. The accuracy of the data previously included in Table 4 was somewhat impaired by the increases in the sample of cooperating companies. However, these figures, representing the absence data received from all the reporting companies, are equivalent in accuracy to the analysis of the reports of absence for 122,530 persons throughout the period. The table shows no seasonal change except that which is illustrated by the difference between the two three-month periods.

EMPLOYMENT TRENDS

Thirty-nine companies employing 124,586 men and women in October had increased the number on their payrolls 0.4% by the end of February. A further breakdown of employment changes in these companies follows:

Companies	*Men*	*Women*	*Total*
100% on war production.......	+0.8%	+6.9%	+1.4%
75% to 99% on war production.	+0.8	+2.1	+1.3
51% to 74% on war production.	–1.3	+2.7	–0.8
50% or less on war production..	–1.4	+2.1	–0.3
Total change..................	–0.6	+3.4	+0.4

KING MACRURY
Management Research Division

Effect of "Management Absenteeism" on Workers

A NEW ANGLE on absenteeism was presented recently by a high-ranking inspection officer of the armed forces. "Absenteeism of management," in his opinion, is an influential factor in absenteeism among the rank-and-file workers, especially those on second- and third-shift operations.

During inspection visits to New England war production plants, the officer observed that at the beginning of the third shift in one of the plants, the absenteeism rate among the workers was close to 50%. A similar condition was noted in other plants at the beginning of second and third shifts. In all these cases, there was a noticeable absence of executives, foremen, or other supervisors, the proportion of management to workers on these shifts being considerably less than the proportion maintained on day shifts.

While not condoning the high absentee rate of night workers, the officer pointed out that it was hardly fair to criticize workers for absence on second- and third-shift operations when management showed a definite reluctance to share the inconveniences and possible hardships of these schedules. The absence of management was noted by the workers and had a decided influence, the officer felt, on the attitude of the second and third shifters.

In contrast, the officer cited the case of a plant in which the absenteeism rate was almost negligible. In support of his belief that absenteeism on the part of workers was in direct proportion to the presence or absence of company executives and supervisors, he pointed out that here the company officials had worked out a shift schedule for themselves. Every shift was covered by a responsible representative of top management, with the proportion of foremen and supervisors on the night shifts about equal to that maintained on day shifts. Morale and attendance were high, and production ahead of schedule.

In each of the plants cited, bonuses were paid to second- and third-shift workers. It was the conviction of the officer that additional pay was of little importance in the maintenance of satisfactory attendance records. Enthusiasm and morale, he felt, counted most, and to a very large extent were affected by the attitude of management.

Elmer W. Earl, Jr.
Management Research Division

Personnel Practices

Wartime Housing Development

One of the most serious problems in rapidly expanding war industries is the housing shortage. Workers' morale may well be demoralized if they are uprooted from their familiar surroundings and transplanted into crowded industrial areas. The Kaiser Company has answered this challenge by constructing several housing developments on the Pacific Coast.

Hudson House in Vancouver, recently completed by the company, accommodates 5,070 workers, making it the largest and most complete project on the Pacific coast for housing single men. One of the primary objectives of the developments was to make the surroundings "look homey." The various units are widely separated in spacious grounds, and shade trees help to break the severe lines of the dormitories. The center of recreational activity is the large recreation building with gymnasium, auditorium, library and lounge rooms. All athletic equipment is furnished free and intramural athletic competition is being planned between the three Kaiser yards. A large baseball field and a separate softball diamond will also be constructed.

Comfortable, quiet sleeping quarters are provided. Interior walls of the dormitories are finished in special types of asbestos wallboard with simulated wood grain finish. Each tenant has a large locker, and a coil spring bed. Showers and washroom adjoin each room.

A similar housing development has been erected in Portland, which will house over 5,000 men. Combined board and room costs the workers $12.95 per week.

Union Representatives at Army Camps

Recently, several officials of the United Automobile Workers (CIO) went to an Army camp to live for three days as members of infantry units and to see at first hand how essential were the weapons manufactured in the factories where they were employed.

These representatives of local unions received regular Army equipment and accompanied military units on regular duties and manoeuvers. The union paid the cost of transportation and of their army food.

One-million-dollar Increase in Credit Union Assets

During 1942, the assets of the East Hartford Federal Credit Union, organized by the employees of the United Aircraft Corporation, have grown over $1 million during 1942. Because instalment buying of automobiles, electrical appliances and many home furnishings has been frozen, its services have been curtailed and the credit union made practically the same profits in 1942 as in 1941 even though its capital increased appreciably.

An outstanding accomplishment of the credit union during the past year was the purchase of its own building. As a natural sequel to the shrinkage of loan opportunities, the credit union's holdings of government securities nearly tripled during 1942.

Flame Foilers

More than a thousand fully trained workers act as volunteer firemen or "flame foilers" at the two plants of the Bell Aircraft Corporation in Buffalo and Niagara Falls. Twenty-four-hour vigilance is maintained with two uniformed fire officials on duty each shift. Fire drills are held every week and volunteers must display real interest in their assigned tasks or be dropped from the area squads.

A typical area squad consists of thirty-two men headed by a captain and two lieutenants. Three men are assigned to handle the hose wagon, thirteen men guide the hose, and thirteen more man the portable extinguishers and other emergency equipment.

The chief of Bell's fire department is a professional fire fighter, with twenty years' experience in the Buffalo Fire Department. During his last five years as city fireman, he was drill instructor in the Fire Training School.

Employee Suggestion Awards

During the twenty years that the General Electric Company has had its employee suggestion system in operation more than $1,000,000 has been paid in cash awards to suggesters whose ideas were adopted.

In 1940 total suggestion awards amounted to $77,477 in the company's nine major plants. In 1941 the total rose to $95,203.

A recent press announcement indicates that the figure for 1942 is $158,943. This amount was paid for 16,204 suggestions that were accepted out of 53,945 submitted. From these figures it is evident that 30% of all suggestions submitted were adopted.

Following is a three-year summary of suggestion performance in the General Electric Company:

	1940[1]	*1941*[1]	*1942*
Number of suggestions submitted	33,049	40,834	53,945
Number of suggestions adopted	11,531	12,453	16,204
Total amount of awards paid	$77,477	$95,203	$158,943

[1] From *Studies in Personnel Policy,* No. 43, "Employee Suggestion Systems".

Special Employee Publications

To an extent never before approached, special publications are being utilized by companies today in the recruitment of workers and the furthering of better employee relations.

Among the most original of recent publications is a handbook for prospective employees issued by the United Air Lines entitled "About That Job With United Air Lines." This attractively illustrated booklet explains the work of the company, describes specific jobs available for both men and women, training courses, employee benefits and how to apply for a job. Three postcard application blanks are inserted.

The Scintilla Magneto Division of Bendix Aviation Corporation has issued a special booklet containing the names of all members of the Division who have had five or more years of service. The honor roll is divided into groups of those who received five, ten, fifteen and twenty-year service awards.

The Caterpillar Tractor Company has presented to approximately four hundred mothers, wives and sweethearts of the men of the 497th Engineer Heavy Shop Company a handsome white leather-covered souvenir book containing photographs and the story to date of the men in the 497th.

"To The Colors"

Workers of the Colt's Patent Fire Arms Manufacturing Company pause as they start to work on their shift operations to hear an employee bugler sound "Assembly" and "To the Colors." At the end of the shifts, "Taps" is sounded.

Store Opened in New Jersey Plant

A unit of a Newark department store has been set up in the aeronautical division of the Otis Elevator Company at Harrison, New Jersey, for the benefit of women employees who find shopping among the most difficult personal problems to be solved in connection with full-time industrial employment. Located in one of the plant's cafeterias, the store is open for business once a week, when fifteen minutes is added to the women employees' lunch hour.

A staff of sales people, including a pharmacist, take orders from displayed samples, and the merchandise is delivered to employees' homes. Wearing apparel, millinery, accessories, notions and groceries are among the items offered.

Credit Unions in Wartime

THE CONFERENCE BOARD has received a number of inquiries regarding the influence of wartime conditions upon employee credit unions. The following excerpt from the *Monthly Labor Review* of March, 1943, outlines the more serious difficulties experienced in the operation of credit unions during 1942:

> Credit unions have been hard hit by war conditions. The first measure to affect them was the regulation on instalment buying (Federal Reserve Board Regulation W, August, 1941), which prohibited the making of contracts which could not be repaid within a period of 18 months (later reduced to 15 and then to 12 months). A substantial proportion of loans of any credit union which has been in operation for any considerable time consists of the larger loans which run for long periods. The immediate effect of the regulation was to reduce the size of many individual loans and to restrict the granting of large loans to such persons as were in a financial position to make large monthly repayments.
>
> There will always remain a certain amount of loan business for such purposes as meeting the expenses of sickness and death and various family purposes. Much of the credit-union business, however, was in loans for education, house repairs or remodeling, vacations, insurance, and other purposes, some of which were incurred as desirable though not necessarily as imperative. It is this latter class of loans that has fallen so greatly; as the emphasis today is on repayment of debts, not on incurring new ones, many credit unions may feel that they cannot with propriety publicize their service in such loans. Also the rapid turn-over in credit-union membership, with men of draft age being called up and others transferring to different jobs, poses problems of collection that call for strict attention on the part of credit-union directors.

Earnings, Hours and Employment in the New York Metropolitan Area

NEW PEAK levels of earnings, employment, man hours and payrolls for wage earners in eighteen manufacturing industries in the New York City industrial area were established in March, 1943. The averages which are shown in the accompanying tables are applicable to 29% of the workers indicated in the 1939 Census of Manufactures as belonging to these industries.

TABLE 1: EARNINGS AND HOURS IN 18 MANUFACTURING INDUSTRIES, NEW YORK METROPOLITAN AREA, 1928–1942

Source: THE CONFERENCE BOARD

Year and Month	Actual			Index Numbers, January, 1939 = 100			
	Average Hourly Earnings	Average Weekly Earnings	Average Hours a Week a Wage Earner	Average Hourly Earnings	Average Weekly Earnings	Cost of Living	"Real" Weekly Earnings[1]
Annual Average							
1928	$.636	$31.21	49.0	86.1	112.9	119.7	94.3
1929	.640	31.77	49.6	86.6	114.9	119.1	96.5
1930	.645	29.93	46.4	87.3	108.3	115.6	93.7
1931	.646	27.08	41.9	87.4	98.0	105.6	92.8
1932	.591	22.01	37.2	80.0	79.6	95.9	83.0
1933	.569	20.48	36.0	77.0	74.1	92.2	80.4
1934	.627	22.16	35.4	84.8	80.2	96.4	83.2
1935	.645	23.77	36.9	87.3	86.0	99.0	86.9
1936	.647	25.52	39.5	87.6	92.3	100.1	92.2
1937	.702	27.65	39.5	95.0	100.0	102.7	97.4
1938	.741	26.16	35.3	100.3	94.6	100.4	94.2
1939	.744	28.29	38.0	100.7	102.4	99.7	102.7
1940	.762	29.61	38.9	103.1	107.1	101.3	105.7
1941	.829	34.09	41.1	112.2	123.3	105.0	117.4
1942	.940	40.71	43.3	127.2	147.3	115.0	128.1
1942 January	$.896	$38.35	42.8	121.2	138.7	111.1	124.8
February	.898	38.52	42.9	121.5	139.4	112.2	124.2
March	.907	39.36	43.4	122.7	142.4	113.2	125.8
April	.917	40.16	43.8	124.1	145.3	114.0	127.5
May	.919	39.24	42.7	124.4	142.0	114.1	124.5
June	.931	39.20	42.1	126.0	141.8	113.6	124.8
July	.938	39.30	41.9	126.9	142.2	114.3	124.4
August	.948	40.38	42.6	128.3	146.1	114.7	127.4
September	.973	42.81	44.0	131.7	154.9	116.6	132.8
October	.978	43.03	44.0	132.3	155.7	117.9	132.1
November	.988	43.27	43.8	133.7	156.5	118.4	132.2
December	.986	44.86	45.5	133.4	162.3	119.7	135.6
1943 January	$.986	$44.37	45.0	133.4	160.5	120.4	133.3
February	.986	44.37	45.0	133.4	160.5	121.5	132.1
March	.998	45.21	45.3	135.0	163.6	.....	.....

[1] Subject to change when revised cost of living series becomes available

The indexes of employment have been adjusted to levels shown in the special report of the 1939 Census of Manufactures covering the New York City industrial area. Since January, 1939, is the base month for employment, man-hour and payroll indexes, the adjustment to the Census necessitated a revision in the three series from January, 1928, to date.

Average hourly earnings rose in each consecutive month of 1941 and 1942 until December when they fell off fractionally. The December level was retained in January and February, 1943, but an increase of 1.2% in March raised hourly earnings to a new peak of $.998. Since March, 1942, they have advanced 10.0% and since January, 1941, the base month of the Little Steel decision, they have increased 27.8%. Premium overtime payments contributed substantially toward these rises as can be seen by the increases in working hours of 0.7% from February to March, 4.4% in the year-period, and 10.8% since January, 1941. However, for the longer period since January, 1941, wage-rate increases and production and other bonuses have been largely responsible for higher hourly earnings. Even in months when working hours were reduced, hourly earnings continued to mount. The decline in hourly earnings in December, 1942, and the static condition in January and February of this year were undoubtedly the result of the hiring of large numbers of unskilled workers in those months at lower base rates.

Weekly earnings reached a peak level of $45.21 in March. While weekly earnings have been following an upward trend since January, 1941, there has been greater variation in them from month to month than in hourly earnings. A substantial decline in weekly earnings in May, 1942, and fractional reductions in August, 1941, and June, 1942, were completely offset in subsequent months. Similarly, weekly earnings declined 1.1% in January, 1943, remained at that level in February and advanced 1.9% to the new March peak. The rise since March of last year, when weekly earnings were $39.36, was 14.9%, and the rise since January, 1941, when they were $31.94, was 41.5%.

"Real" weekly earnings, or dollar earnings in terms of the commodities and services they will purchase, have followed an upward trend despite increased living costs. The March, 1943, level, which was only slightly below the December, 1942, peak, was higher than in any other month for which data are available.

A greater number of workers were employed in the eighteen industries in March, 1943, than in any previous month since January, 1928, the first month for which

TABLE 2: EMPLOYMENT, MANHOURS, AND PAYROLLS IN 18 MANUFACTURING INDUSTRIES NEW YORK METROPOLITAN AREA, 1928-1942

Source: THE CONFERENCE BOARD

Year and Month	Index Numbers, January, 1939=100		
	Employment	Man-hours	Payrolls
Annual Averages			
1928	129.7	169.9	146.4
1929	136.2	180.6	156.5
1930	120.7	149.8	130.7
1931	96.9	108.5	95.0
1932	78.7	78.3	62.6
1933	78.5	75.6	58.2
1934	93.0	88.1	74.6
1935	99.2	97.9	85.3
1936	102.9	108.7	95.0
1937	116.4	122.9	116.4
1938	98.2	92.7	92.9
1939	107.0	108.7	109.6
1940	123.4	128.3	132.2
1941	162.6	178.7	200.5
1942	197.1	228.2	290.3
1928 January	134.0	175.5	149.4
February	133.5	176.8	151.4
March	131.3	172.8	148.6
April	129.9	166.0	143.1
May	126.1	162.5	140.1
June	124.0	160.5	138.1
July	123.5	160.8	137.7
August	126.5	163.7	141.3
September	128.3	169.9	147.0
October	130.7	174.7	152.0
November	133.4	178.4	153.7
December	134.7	179.4	154.8
1929 January	133.9	176.2	153.7
February	136.0	182.5	158.8
March	136.8	182.9	158.7
April	137.0	182.1	157.7
May	133.8	176.1	152.1
June	134.2	176.2	151.4
July	136.1	180.9	154.9
August	136.4	181.3	157.0
September	139.0	185.4	161.7
October	139.2	189.0	163.4
November	137.5	179.7	155.9
December	134.8	177.0	153.9
1930 January	132.0	173.3	150.5
February	130.7	172.0	149.8
March	131.5	169.5	148.2
April	128.9	165.1	144.2
May	124.4	155.4	135.6
June	121.3	151.7	132.7
July	116.6	143.4	125.6
August	117.2	140.8	123.2
September	113.7	136.6	119.4
October	113.2	137.1	119.4
November	110.1	128.4	111.9
December	109.3	128.5	112.6
1931 January	107.1	123.2	108.6
February	106.1	125.6	110.6
March	106.5	124.2	109.1
April	102.7	116.5	102.4
May	98.8	113.3	99.7
June	94.9	106.6	92.9
July	93.7	103.7	90.6
August	91.9	102.5	89.6
September	92.3	102.2	89.4
October	92.0	100.4	87.0
November	88.8	94.5	81.4
December	88.4	94.3	80.9
1932 January	86.4	88.5	75.1
February	87.5	93.4	78.3
March	85.0	89.1	73.2
April	82.4	80.8	65.4
1932—*Continued*			
May	80.1	77.5	62.8
June	77.3	74.2	59.5
July	76.4	71.3	56.5
August	73.0	69.3	54.8
September	75.0	76.0	59.3
October	75.7	77.9	60.3
November	73.5	74.7	57.5
December	72.1	68.3	52.2
1933 January	70.1	65.8	49.4
February	70.8	66.5	49.6
March	69.4	61.6	46.1
April	69.2	63.8	47.4
May	71.7	72.1	53.1
June	74.2	78.4	57.4
July	77.6	83.2	61.5
August	83.8	81.8	64.5
September	87.1	82.2	66.7
October	89.3	83.0	67.2
November	89.6	85.3	69.4
December	89.2	83.0	68.4
1934 January	88.1	80.8	66.7
February	90.7	86.6	72.3
March	92.3	89.8	75.2
April	94.2	90.9	76.5
May	94.6	89.8	76.1
June	94.8	90.2	76.7
July	94.2	89.7	76.6
August	95.1	88.7	75.9
September	95.7	88.8	76.1
October	92.5	85.8	73.5
November	90.6	84.8	72.3
December	93.0	89.6	77.2
1935 January	94.4	92.1	79.2
February	98.0	96.9	84.4
March	98.7	97.6	85.3
April	99.7	98.4	85.8
May	97.1	94.5	82.1
June	99.5	95.2	82.7
July	99.7	96.5	84.3
August	99.9	97.8	85.0
September	100.0	98.9	86.6
October	101.2	100.9	88.4
November	100.9	101.7	89.0
December	101.6	103.5	91.1
1936 January	100.6	103.5	90.6
February	100.8	103.2	90.8
March	99.8	102.7	90.1
April	100.3	105.4	91.9
May	99.9	103.6	90.5
June	101.4	105.5	91.8
July	101.7	105.0	91.8
August	104.1	110.8	96.2
September	105.2	113.4	99.1
October	105.9	113.8	99.5
November	106.3	115.7	101.4
December	108.3	120.2	106.7
1937 January	109.5	119.8	107.3
February	113.4	127.9	115.3
March	117.1	131.2	119.1
April	119.1	130.9	121.0
May	118.3	128.7	120.9
June	120.5	128.2	121.6
July	119.8	125.9	121.1
August	119.1	124.2	120.1
September	119.9	123.7	121.9
October	117.2	118.7	116.4
November	115.6	112.2	111.4
December	107.6	102.8	102.4
1938 January	102.7	94.5	94.1
February	101.6	95.6	95.7
March	101.3	94.8	95.4
April	99.1	92.5	92.8
May	96.3	88.8	89.2
June	93.8	85.3	85.6
July	92.9	87.0	86.9
August	94.4	89.4	89.6
September	95.3	92.0	92.3
October	99.5	96.0	96.0
November	101.7	98.4	99.0
December	100.0	98.7	99.1
1939 January	100.0	100.0	100.0
February	102.2	103.3	103.7
March	103.7	105.9	106.5
April	103.1	102.8	103.1
May	103.3	103.6	104.1
June	105.2	105.5	105.6
July	106.4	106.9	108.2
August	106.6	107.8	108.7
September	109.2	111.5	112.8
October	112.1	116.0	116.6
November	115.6	121.1	122.3
December	116.5	122.1	123.7
1940 January	116.4	121.6	123.5
February	118.7	122.1	124.5
March	118.5	123.8	126.4
April	119.1	121.4	124.6
May	118.4	117.8	120.2
June	119.3	119.7	122.9
July	120.8	123.3	126.8
August	122.0	126.3	129.8
September	125.6	133.6	137.8
October	131.3	137.6	142.9
November	133.3	141.4	149.7
December	137.8	151.4	160.3
1941 January	140.6	153.8	162.5
February	145.2	158.8	168.1
March	150.5	165.9	176.8
April	155.5	170.4	184.1
May	156.2	172.4	191.3
June	160.3	176.7	197.3
July	165.1	180.6	203.2
August	165.9	179.7	203.9
September	172.8	190.8	220.5
October	177.9	191.2	223.6
November	179.7	198.4	235.4
December	181.5	207.3	248.1
1942 January	183.6	210.0	254.7
February	185.4	212.7	258.4
March	187.7	217.7	267.3
April	192.0	224.8	279.0
May	191.4	218.6	271.8
June	191.5	215.6	271.5
July	195.3	218.7	277.7
August	197.0	224.4	287.8
September	205.0	241.1	317.5
October	208.8	245.5	325.1
November	211.9	248.1	331.6
December	215.9	262.8	350.4
1943 January	221.9	266.9	356.1
February	227.9	274.2	365.8
March	232.1	281.1	379.7

these indexes are available. The March index (January, 1939 = 100) which stood at 232.1 was 1.8% higher than in February, 23.7% higher than in March, 1942, and 65.1% above January, 1941. Total man hours, which are influenced by changes in the number of hours worked in a week as well as those in employment, also rose to new peaks in March. Since February, they have risen 2.5%, since March of last year 29.1% and since January, 1941, 82.8%. In the same period, increases in total payrolls were even greater because of changes in hourly earnings as well as in employment and weekly hours worked. The March, 1943, peak exceeds the February level by 3.8%, the March, 1942, level by 42.1% and payrolls in January, 1941, by 133.7%.

E. B. Dunn
Division of Industrial Economics

Questions and Answers

Question: We understand there is a national organization of employee suggestion system directors. What is the exact name and nature of this organization? Where are its headquarters and when are meetings held?

Answer: The name of this organization is the National Association of Suggestion Systems. It was formed on July 27, 1942, when directors and managers of employee suggestion systems in twenty-eight companies met in Chicago. Officers are as follows: E. S. Taylor, President; H. C. Marmaduke, Treasurer; F. A. Denz, Secretary.

According to the rules and by-laws, "semi-annual meetings of the Association shall be held in the spring and fall of each calendar year, at a time and place to be fixed by the Board of Directors." At the fall conference held in Chicago on December 10 there were 211 delegates present representing 98 companies having nation-wide operations. A two-day spring conference is scheduled for May 19 and 20 in New York City at the Shelton Hotel.

Full details may be obtained through the Association at Room 730, 220 South State Street, Chicago.

Question: So many executive orders dealing with wage and salary stabilization, manpower and overtime compensation have been issued that we are not sure we have copies of all of them. Is there a summary available identifying the various orders by number and subject covered?

Answer: There have been eight executive orders issued by President Roosevelt since April, 1942, dealing with these subjects, as follows: Executive Order No. 9139, April 18, 1942, establishing War Manpower Commission; No. 9240, September 9, 1942, overtime wage compensation; No. 9248, September 17, 1942, amending No. 9240, Secretary of Labor to determine questions of interpretation and application under this order; No. 9250, October 3, 1942, Stabilizing wages and salaries; No. 9279, December 8, 1942, Selective Service included under the War Manpower Commission; No. 9299, February 4, 1943, Wage and salary adjustments for employees subject to Railway Labor Act; No. 9301, February 9, 1943, Minimum wartime workweek of 48 hours; No. 9328, April 8, 1943, Stabilizing wages, prices and salaries.

Question: We have at present a union agreement which contains the standard "maintenance of membership" clause providing for the usual fifteen-day escape period. This contract comes up shortly for renegotiation. If a new union security provision is included, can the escape clause be reinserted giving employees the right to resign from the union without jeopardizing their employment?

Answer: Although no definite ruling has been laid down by the War Labor Board, it is the unofficial opinion of one of the public members of the board that an escape period similar to that contained in the original contract would be acceptable to the board. This opinion is based in part on the theory that it would not change the status of the two contracting parties and not to include the escape period would appear to nullify the right of the employee to disassociate himself from the union, although the original contract only obligated him to remain a member of the union for the life of the contract. This would be especially important if the new contract was to be retroactive to the expiration of the preceding agreement.

Question: It has been our policy in the past to grant employees a week's vacation with pay each year. In order to meet war production requirements this year we plan to pay each employee the equivalent of one week's compensation at vacation time instead of granting time off. Can this be done without obtaining the approval of the War Labor Board?

Answer: According to Interpretative Bulletin No. 3, issued by the War Labor Board on April 1, the vacation allowance described in this question may be substituted for time off without the approval of the War Labor Board.

Monthly Review of Labor Statistics, March-April, 1943

THE CONTROL of inflationary tendencies received another set-back on May 12 when Economic Stabilization Director Byrnes restored to the War Labor Board certain of its powers to raise wages which had been removed as a result of the President's hold-the-line order of April 8. The Byrnes order again permitted the WLB to raise wages to "aid in the effective prosecution of the war or to correct gross inequities."

Under this new order the board is authorized to establish wage-rate brackets by occupational groups and by labor-market areas "embracing all those various rates found to be sound and tested going rates." These brackets are to be stabilized except as the Little Steel formula applies, and their minimums are not to be exceeded except in unusual instances where war production makes it necessary. Any wage adjustments which would raise price ceilings, prevent price-ceiling reductions, or raise production costs must be approved by Mr. Byrnes.

PERCENTAGE CHANGES IN THE COST OF LIVING ON WARTIME BUDGETS IN 62 CITIES
MARCH TO APRIL, 1943

Source: The Conference Board

City	Percentage Change	City	Percentage Change	City	Percentage Change	City	Percentage Change
New Orleans	+2.4	Grand Rapids	+1.4	Wausau, Wis.	+1.1	Detroit	+0.6
Baltimore	+2.2	Wilmington, Del	+1.4	Chicago	+1.0	Indianapolis	+0.6
Birmingham	+2.2	Front Royal, Va.	+1.3	Parkersburg, W. Va.	+1.0	Oakland	+0.6
Newark	+2.0	Memphis	+1.3	Syracuse	+1.0	Rochester	+0.6
Atlanta	+1.9	New Haven	+1.3	Boston	+0.9	Seattle	+0.6
Chattanooga	+1.9	Buffalo	+1.2	Lansing	+0.9	Spokane	+0.5
Los Angeles	+1.8	Dayton	+1.2	Lynn	+0.9	St. Paul	+0.4
San Francisco	+1.8	Huntington, W. Va.	+1.2	Meadville, Pa.	+0.9	Fall River	+0.3
Youngstown	+1.7	Cincinnati	+1.1	Milwaukee	+0.9	New York	+0.3
Sacramento	+1.6	Dallas	+1.1	Muskegon	+0.9	Pittsburgh	+0.3
Bridgeport	+1.5	Denver	+1.1	Providence	+0.8	Toledo	+0.3
Manchester, N. H.	+1.5	Des Moines	+1.1	Akron	+0.7	Duluth	+0.2
Philadelphia	+1.5	Erie, Pa	+1.1	Cleveland	+0.7	Portland, Ore.	+0.2
Richmond	+1.5	Louisville	+1.1	Kansas City, Mo.	+0.7	Houston	0
Roanoke, Va.	+1.5	Minneapolis	+1.1	Omaha	+0.7	Macon	–0.1
St. Louis	+1.5	Rockford, Ill.	+1.1				

While the order of April 8 had its limitations and certain of its provisions were to a degree conflicting, this new order comes close to reestablishing the WLB as a wage-raising body. To quote an editorial caption which appeared in the press, the import of this order leads to the question, "Hold-What-Line?"

The dollar-and-cents food price-ceiling provision of the President's order of April 8 is being put into effect. Long lists of ceilings for specific food items are appearing in the newspapers serving the areas to which they apply. This step in price control might be termed a fresh start. The original ceilings, based upon prices in effect March, 1942, were replaced to a large measure by cost-plus-mark-up ceilings. When this procedure proved ineffectual, the dollar-and-cents ceilings were decided upon.

On the whole, the efforts to stabilize prices and wages have so far been marked by considerable confusion and by contradictions. How effective they have been or how effective some other procedure would have been is problematical. It is a fact, however, that wages are rising, especially in manufacturing, and so is the cost of living. Since the beginning of the war, wage rises have far outstripped cost of living increases, and "real" earnings—the purchasing power of wages—have mounted to the highest level in history.

COST OF LIVING

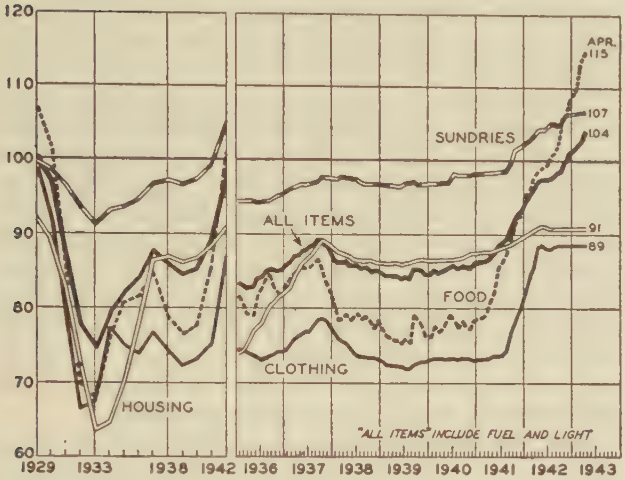
This issue of *The Management Record* presents for the first time THE CONFERENCE BOARD's indexes of the cost of living on wartime budgets. (See page 198.) The new indexes provide measures of cost of living changes which take into consideration the effects of rationing and shortages. The regular indexes based on Pre-World War II budgets will continue to be published as a supplementary feature.

The wartime index for the United States rose 1.0% between March and April, an increase which reflects an advance of 2.3% in the retail prices of food, particularly fresh vegetables. Since January, 1941, living costs on this basis rose 20.9%.

By Cities

The accompanying table shows that the cost of wartime budgets rose between March and April in 60 of the 62 cities for which data are available. In only Houston did no change occur and in only Macon did a decline (amounting to 0.1%) occur. In practically all cities, sharply rising food costs have been the outstanding feature.

COST OF LIVING IN THE UNITED STATES
Source: THE CONFERENCE BOARD
Index Numbers, 1923 = 100



WAGES AND HOURS

Hourly earnings of the average wage earner in the twenty-five manufacturing industries surveyed by the Board stood at $.987 in March. This new peak level was 0.5% higher than that in February; 30.0% higher than in January, 1941; and 67.3% above the 1929 average. The work week in March averaged 44.7 hours, which, when coupled with the hourly earnings figure of $.987, shows weekly earnings of $44.31. This average pay was likewise at a peak level and was 1.0% higher than in February; 44.8% above the January, 1941, level; and 55.2% greater than the 1929 average.

Thus the picture remains clear of higher and higher earnings for manufacturing workers which far outstrip rises in living costs.

Wage-rate Increases

Although wage-rate increases have been less numerous since November, 1942, than they had been previously, they are still being granted and, when coupled with overtime, have had a definite influence on the upward trend in average earnings.

According to reports made to THE CONFERENCE BOARD, 0.9% of the workers in twenty-five manufacturing industries during March were granted wage-rate increments averaging 6.0%. The largest rate changes were 12.6% in book and job printing, 12.1% in chemicals, 11.0% in paper products, and 10.2% in the heavy equipment industry. However, they affected relatively few workers. A substantial number of wage earners in foundries were granted increases averaging 5.0%.

WAGE-RATE INCREASES AND WORKERS AFFECTED

Date	All Manufacturing[1]		25 Manufacturing Industries[2]	
	Wage Earners Affected	Wage-rate Increase	Wage Earners Affected	Wage-rate Increase
1942				
January	*n.a.*	*n.a.*	3.7%	6.1%
February	1.9%	7.9%	3.0	5.7
March	2.5	7.9	4.1	6.3
April	2.5	8.0	4.0	7.1
May	4.2	8.3	4.7	6.4
June	3.7	8.3	4.3	7.5
July	6.4	7.1	4.6	7.1
August	9.1	7.7	9.6	5.8
September	7.8	7.4	5.7	6.5
October	2.1	6.9	5.3	6.7
November	0.5	9.3	6.6	6.7
December	0.9	6.0	2.0	5.0
1943				
January*p*	*n.a.*	*n.a.*	0.6	14.4
February*p*	*n.a.*	*n.a.*	1.3	7.6
March*p*	*n.a.*	*n.a.*	0.9	6.0

[1] United States Bureau of Labor Statistics
[2] THE CONFERENCE BOARD

n.a. Not available
p Preliminary

REVISED SERIES

In addition to the new wartime cost of living figures, this issue also presents a revision of THE CONFERENCE BOARD's indexes of earnings, hours and employment in the New York metropolitan area.

ROBERT A. SAYRE
Division of Industrial Economics

Earnings, Hours, Employment and Payrolls in Manufacturing, March, 1943

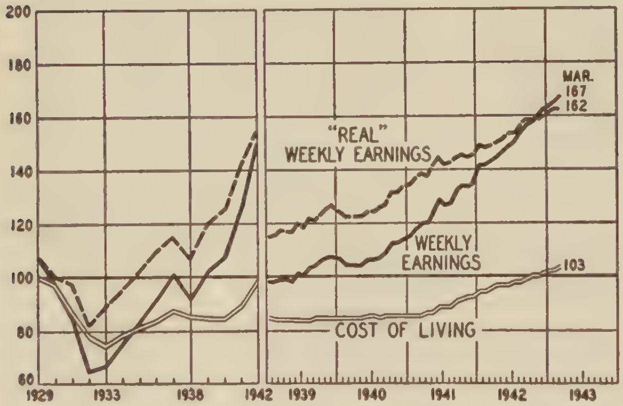
IN MARCH, 1943, earnings, employment, man hours, and payrolls of wage earners in twenty-five manufacturing industries reached new peaks, according to THE CONFERENCE BOARD's regular monthly survey. The work week of 44.7 hours was longer than in any other month since May, 1930.

Since women are becoming more important as workers in the heavy equipment branch of foundries and machine shops, wage data for them are presented in the accompanying tables for both February and March. Averages shown for all wage earners are not comparable with those previously published, and for a continuous series, the averages for "all male" workers must be used.

AVERAGE WEEKLY EARNINGS, 25 INDUSTRIES

Source: THE CONFERENCE BOARD

Index Numbers, 1923 = 100



Average hourly earnings of all wage earners in the twenty-five manufacturing industries rose in March for the thirty-second consecutive month. At $.987 they exceeded hourly earnings in January, 1941, by 30.0%. Weekly earnings rose an average of 1.0% in March to $44.31, and were 44.8% above January, 1941, earnings of $30.61. "Real" weekly earnings rose fractionally in March, with living costs having risen slightly less than weekly earnings. However, "real" weekly earnings were 21.2% greater than in January, 1941.

The effect of the Executive Order of February 9, establishing a 48-hour work week in thirty-two areas designated as having critical labor shortages, upon the hours of workers in the twenty-five industries has been negligible since these industries cover a country-wide distribution of plants. This order became effective on February 22 and regulations applicable to it were issued by Chairman McNutt of the War Manpower Commission on February 27. Hours worked a week in the industries under survey averaged 44.7 in March, a rise of only 0.2 hours from the February level and the same as the average monthly increase in the year from February, 1942, to February, 1943.

Wage earners in only two of the twenty-five manufacturing industries averaged more than forty-eight hours of work a week, in March. In the machine and machine tool industry, working hours averaged 50.8 as against 49.8 a week in February, and in the heavy foundry equipment industry 48.1 hours of work were averaged in both February and March. While the plants surveyed are widely distributed throughout the country and an average of forty-eight hours of work in one week could not be expected, increased hours of work for all plants might reflect the introduction of the 48-hour work week in the thirty-two areas.

With the automobile industry, which is centralized in Detroit, one of the designated areas, the work week declined from an average of 46.1 hours a week in February to 45.5 hours in March. On the other hand, the work week in the rubber tire and tube industry, which is mainly located in the Akron, Ohio, area, averaged 44.6 hours a week in February and 45.1 hours in March. Similarly, in the foundry, hardware and small parts industry and in "other foundry products," electrical manufacturing, agricultural implement, lumber and mill work, and furniture, increases in working hours were recorded. Even in the iron and steel industry, to which the executive order was not specifically directed, and in which three shifts have long been in effect with production exceeding what was considered its full capacity, working hours rose from 41.6 in February to 42.5 in March.

Examining the work week of male wage earners only, it is found that 45 hours of work or more were averaged in fifteen industries in March. Working hours were only slightly lower in the remaining ten industries, since working hours for male workers in all twenty-five industries averaged 45.7 in March. In fact, the news and magazine printing industry was the only one in which the men averaged fewer than 40 hours a week in March. On the other hand, the women, who are becoming an increasingly important factor in manufacturing, averaged only 41.0 hours of work a week in March. They averaged more than 45 hours in only two industries, and in no instance worked 48 hours or more in March.

Employment advanced 0.3% in March and reached a new peak for the fifteenth consecutive month. The

EARNINGS, HOURS, EMPLOYMENT, PAYROLLS, ALL WAGE EARNERS, 25 MANUFACTURING INDUSTRIES

NOTE: *Hourly earnings are not wage rates, because they include overtime and incentive payments*

Date		Average Hourly Earnings	Average Weekly Earnings	Average Actual Hours per Week per Wage Earner	Average Nominal Hours per Week per Wage Earner	Index Numbers, 1923=100							
						Hourly Earnings		Weekly Earnings		Actual Hours per Week per Wage Earner	Employment	Total Man Hours	Payrolls
						Actual	Real*a*	Actual	Real*a*				
1942	March	$.888	$38.14	42.7	41.0	164.1	170.8	143.3	149.1	86.8	130.0	112.8	186.3
	April	.896	38.68	42.8	41.0	165.6	170.5	145.4	149.7	87.0	131.5	114.4	191.2
	May	.906	39.00	42.7	41.2	167.5	172.1	146.6	150.7	86.8	132.5	115.0	194.2
	June	.917	39.52	42.7	41.2	169.5	174.2	148.5	152.6	86.8	134.2	116.5	199.3
	July	.928	39.80	42.6	41.2	171.5	175.4	149.6	153.0	86.6	135.7	117.5	203.0
	August	.940	40.87	43.2	41.2	173.8	177.2	153.6	156.6	87.8	137.9	121.1	211.8
	September	.957	41.79	43.4	41.3	176.9	179.4	157.0	159.2	88.2	139.6	123.1	219.2
	October	.958	42.10	43.6	41.4	177.1	177.6	158.2	158.7	88.6	141.6	125.5	224.0
	November	.966	42.50	43.7	41.5	178.6	178.1	159.7	159.2	88.8	141.8	125.9	226.5
	December	.970	42.98	44.2	41.6	179.3	177.5	161.5	159.9	89.8	145.2	130.4	234.5
1943	January	.979	43.56	44.3	41.9	181.0	178.5	163.7	161.4	90.0	146.3	131.7	239.5
	February	.982	43.85*r*	44.5	42.3	181.5	178.3	164.8*r*	161.9*r*	90.4	148.0*r*	133.8*r*	243.9*r*
	March	.987	44.31	44.7	42.6	182.4	177.4	166.5	162.0	90.9	148.5	135.0	247.3

*r*Revised See footnotes on page 232

EARNINGS AND HOURS, ALL WAGE EARNERS, MARCH, 1943

NOTE: *Hourly earnings are not wage rates, because they include overtime and incentive payments*

INDUSTRY	Average Earnings				Average Hours per Week per Wage Earner			
	Hourly		Weekly		Actual		Nominal	
	Mar.	Feb.	Mar.	Feb.	Mar.	Feb.	Mar.	Feb.
Agricultural implement	$1.087	$1.082*r*	$50.70	$50.27*r*	46.6	46.5*r*	45.7	44.4*r*
Automobile[1]	1.282	1.271*r*	58.31	58.63	45.5	46.1*r*	42.3	42.1
Boot and shoe	.685	.684	27.38	27.86	40.0	40.8	40.6	40.1
Chemical	1.003	1.003	43.23	44.73	43.1	44.6	40.7	40.5
Rayon and allied products	.888	.892	35.52	36.66	40.0	41.1	40.2	40.0
Cotton—North	.740	.733	32.24	31.48	43.6	43.0	40.5	40.5
Electrical manufacturing	1.054	1.054	49.19	48.96	46.7	46.4	42.2	41.9
Furniture[2]	.929	.917	43.99	43.34	47.4	47.3	44.1	44.6
Hosiery and knit goods	.755	.745	31.02	30.19	41.1	40.5	41.0	41.0
Iron and steel[3]	1.103	1.105	46.87	45.97	42.5	41.6	42.1	41.7
Leather tanning and finishing	.847	.847	36.42	36.33	43.0	42.9	42.9	42.8
Lumber and millwork	1.012	1.017	44.30	43.19	43.8	42.5	44.5	44.3
Meat packing	.839	.837	35.87	35.15	42.7	42.0	40.4	40.4
Paint and varnish	.893	.894	39.47	39.51	44.2	44.2	40.2	40.1
Paper and pulp	.864	.868	40.13	39.80	46.4	45.8	41.7	41.2
Paper products	.793	.796	34.85	35.25	43.9	44.3	41.4	41.0
Printing—book and job	.915	.917	40.18	40.22	43.9	43.9	39.8	39.8
Printing—news and magazine	1.035	1.015	40.75	39.69	39.4	39.1	39.7	39.7
Rubber	1.091	1.072	49.27	48.00	45.2	44.8	42.4	42.3
1. Rubber tires and tubes	1.192	1.169	53.78	52.16	45.1	44.6	42.9	42.8
2. Other rubber products	.958	.946	43.35	42.55	45.2	45.0	41.7	41.8
Silk and rayon	.718	.704	30.71	30.12	42.7	42.8	42.0	42.0
Wool	.866	.859	37.35	36.92	43.2	43.0	40.7	40.6
1. Woolen and worsted goods	.849	.846	36.24	35.81	42.7	42.3	40.1	40.1
2. Other woolen products[4]	.893	.882	39.20	38.84	43.9	44.0	41.5	41.5
Foundries and machine shops	1.074	1.067*r*	51.55	50.89*r*	48.0	47.7*r*	44.7	44.3
1. Foundries	1.041	1.027	48.94	47.83	47.0	46.6	42.8	42.8
2. Machines and machine tools	1.055	1.050	53.62	52.26	50.8	49.8	46.7	45.5
3. Heavy equipment[5]	1.166	1.159*r*	56.12	55.77*r*	48.1	48.1*r*	45.7	45.5*r*
4. Hardware and small parts	1.025	1.026*r*	48.49	48.19*r*	47.3	47.0*r*	42.6	42.6
5. Other products	1.041	1.035	48.95	48.48	47.0	46.8	44.2	43.7
25 INDUSTRIES	$.987	$ .982	$44.31	$43.85*r*	44.7	44.5	42.6	42.3
Cement	$.827	$ .816	$31.06	$31.10	37.6	38.1	40.0	39.8
Petroleum refining	1.203	1.194	49.47	48.45	41.1	40.6	39.8	39.5
27 INDUSTRIES	$.989	$ .984	$44.28	$43.82*r*	44.6	44.4	42.5	42.3
Aircraft	$.991	$.992*r*	$44.81	$45.27*r*	45.2	45.6*r*	47.4	46.8*r*
Shipbuilding	1.230	1.238	56.53	57.45*r*	45.9	46.4	47.6	47.6

See footnotes on page 232

number of workers in the twenty-five industries in March was 47.0% above the average for the year 1929 and 36.1% greater than in January, 1941. Total man hours, showing both increased employment and longer working hours in March, rose 0.9% to a new peak. They exceeded the January, 1941, level by 51.5%. Total payrolls continued their upward spiral and rose 1.4% in March. They were affected by higher hourly earnings and by greater employment and increased working hours. Since January, 1941, payrolls have risen 97.1%.

OTHER INDUSTRIES

Workers in the cement industry received $.827 an hour in March, or 1.3% more than in February, as a result of a shift in employment. Although the number of workers employed in the industry declined 3.1% in March, the number of lower-paid unskilled workers was reduced 6.6% as compared with only 2.6% in the number of higher-paid skilled workers. Thus skilled workers comprised a larger proportion of all workers in March so that average hourly earnings for the entire group were higher. With the average number of hours worked a week in March reduced by a slightly larger percentage than hourly earnings were increased, weekly earnings of $31.06 were 0.1% lower than in February.

An 0.8% increase in the hourly earnings of workers in petroleum refineries in March reflected longer working hours and additional premium overtime payments. March earnings of $1.203 an hour were exceeded only by those of workers in the automotive defense industry and in shipyards. Petroleum-refining workers averaged $49.47 for a work week of 41.1 hours.

A sharp reduction in the working hours of aircraft workers in March brought their average work week down to 45.2 hours. This average, which was the lowest recorded for any month since this survey was begun in December, 1941, was affected by declines of 1.1% in the hours of women workers and of 0.9% in those of skilled men. With overtime bonus payments thus curtailed, hourly earnings of all workers declined 0.1%. They were, however, higher than in any other month except February. The combined effect of lower hourly earnings and shorter working hours was reflected in weekly earnings 1.0% below those of February. A shorter work week in this vital defense industry reflects the employ-

EARNINGS, EMPLOYMENT, MAN HOURS, AND PAYROLLS, ALL WAGE EARNERS, MARCH, 1943

Index Numbers, 1923=100

NOTE: *Hourly earnings are not wage rates, because they include overtime and incentive payments*

INDUSTRY	Average Earnings						Employment		Total Man Hours Worked		Payrolls	
	Hourly, Actual		Weekly									
			Actual		Real *a*							
	Mar.	Feb.	Mar.	Feb.	Mar.	Feb.	Mar.	Feb.	Mar.	Feb.	Mar.	Feb.
Agricultural implement	195.5	194.6*r*	184.3	182.7*r*	179.3	179.5*r*	159.3	155.8*r*	149.9	146.3*r*	293.6	284.6*r*
Automobile[1]	202.8	201.1*r*	193.5	194.5	188.2	191.1	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
Boot and shoe	138.4	138.2	121.2	123.3	117.9	121.1	99.3	96.2	87.1	86.1	120.4	118.6
Chemical	198.2	198.2	160.6	166.2	156.2	163.3	161.7	162.5	131.0	136.2	259.7	270.1
Cotton—North	166.3	164.7	151.8	148.2	147.7	145.6	52.3	53.8	47.7	48.4	79.4	79.7
Electrical manufacturing	185.6	185.6	181.6	180.7	176.7	177.5	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
Furniture[2]	179.7	177.4	176.4	173.8	171.6	170.7	135.0	135.5	132.7	132.9	238.1	235.5
Hosiery and knit goods	197.6	195.0	175.6	170.9	170.8	167.9	89.6	90.5	79.6	79.2	157.3	154.7
Iron and steel[3]	185.1	185.4	137.0	134.3	133.3	131.9	127.3	127.0	93.8	91.6	174.4	170.6
Leather tanning and finishing	174.3	174.3	157.3	156.9	153.0	154.1	83.4	84.7	75.3	76.3	131.2	132.9
Lumber and millwork	214.0	215.0	189.2	184.4	184.0	181.1	58.7	60.6	51.9	52.1	111.1	111.7
Meat packing	177.4	177.0	152.4	149.3	148.2	146.7	146.3	155.3	125.7	131.2	223.0	231.9
Paint and varnish	167.2	167.4	148.6	148.7	144.6	146.1	143.1	143.6	127.1	127.5	212.6	213.5
Paper and pulp	171.4	172.2	153.9	152.6	149.7	149.9	113.7	114.1	101.9	100.9	175.0	174.1
Paper products	173.9	174.6	160.0	161.8	155.6	158.9	180.3	177.0	166.2	164.8	288.5	286.4
Printing—book and job	140.1	140.4	134.2	134.3	130.5	131.9	126.2	126.6	120.6	121.0	169.4	170.0
Printing—news and magazine	149.4	146.5	130.5	127.1	126.9	124.9	124.8	127.8	109.3	111.1	162.9	162.4
Rubber	174.3	171.2	175.8	171.2	171.0	168.2	115.9	116.2	116.9	116.2	203.8	198.9
Silk and rayon	144.8	141.9	133.3	130.8	129.7	128.5	87.1	86.9	80.0	79.9	116.1	113.7
Wool	171.5	170.1	155.8	154.0	151.6	151.3	83.7	84.0	76.1	76.0	130.4	129.4
Foundries and machine shops	187.4	186.2*r*	181.7	179.4*r*	176.8	176.2*r*	247.9	246.5*r*	240.0	237.1*r*	450.4	442.2*r*
1. Foundries	176.4	174.1	165.3	161.5	160.8	158.6	154.0	151.4	144.1	140.5	254.6	244.5
2. Machines and machine tools	192.2	191.3	196.4	191.4	191.1	188.0	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
3. Heavy equipment[6]	174.0	173.0*r*	170.0	168.9*r*	165.4	165.9*r*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
4. Hardware and small parts	200.2	200.4*r*	195.4	194.2*r*	190.1	190.8*r*	214.4	214.4	209.0	207.8*r*	418.9	416.4*r*
5. Other products	185.9	184.8	179.1	177.4	174.2	174.3	276.9	278.0	266.7	266.6	495.9	493.2
25 INDUSTRIES	182.4	181.5	166.5	164.8*r*	162.0	161.9*r*	148.5	148.0*r*	135.0	133.8*r*	247.3	243.9*r*

NOTE: No basic 1923 data are available, hence no indexes are given for the following: rubber tires and tubes, other rubber products, woolen and worsted goods, other woolen products, cement, petroleum refining, and "27 industries." *a*See footnotes on page 232 *r*Revised ment of an increasing number of women workers, who average one or two fewer hours each week than male workers. Women constituted only 4% of all workers in the industry in March, 1942, and 35% in March, 1943.

Similarly, working hours in shipyards declined 1.1% in March to average 45.9 a week. They were lower than in any other month since November, 1941. This reduction resulted largely from a decline of 1.6 hours, or 3.6%, in the hours of unskilled male workers. The average work week of skilled male workers was only fractionally lower than it had been in February, having declined from 46.8 to 46.5 hours. While women worked an average of 0.7% of an hour longer than in February, their number is so small a proportion of all workers that their hours do not affect the general averages. Shorter working hours in March caused average hourly earnings to fall 0.6% to $1.230, the lowest since December, 1942. As a result, the weekly pay envelope of shipyard workers contained $56.53, or less than in any month since June, 1942.

LABOR STATISTICS IN MARCH

Hourly earnings of $.987 in March, were 0.5% higher than in February, 11.1% above March, 1942, and 67.3% more than the average for 1929.

Weekly earnings in rising 1.0% in March reached a peak of $44.31. They were 16.2% higher than a year before and 55.2% greater than in 1929.

Hours a week averaged 44.7 in March. They exceeded the February average by 0.2 hours, or 0.4%, the March, 1942, average by 2 hours, or 4.7%; they fell short of the 1929 average by 3.6 hours, or 7.5%.

EARNINGS AND HOURS, MALE AND FEMALE WAGE EARNERS, MARCH, 1943

NOTE: *Hourly earnings are not wage rates, because they include overtime and incentive payments*

INDUSTRY	ALL MALE						FEMALE					
	Average Earnings				Average Hours per Week per Wage Earner		Average Earnings				Average Hours per Week per Wage Earner	
	Hourly		Weekly				Hourly		Weekly			
	Mar.	Feb.	Mar.	Feb.	Mar.	Feb.	Mar.	Feb.	Mar.	Feb.	Mar.	Feb.
Agricultural implement	$1.104	$1.097*r*	$51.60	$51.02*r*	46.7	46.5	$.805	$.800*r*	$36.49	$36.39*r*	45.3	45.5
Automobile[1]	1.339	1.326*r*	61.91	62.03*r*	46.2	46.8*r*	.995	.952*r*	41.87	40.61*r*	42.1	42.7*r*
Boot and shoe	.805	.803	32.78	33.21	40.7	41.4	.570	.568	22.38	22.81	39.3	40.2
Chemical	1.072	1.072	46.95	48.45	43.8	45.2	.679	.673	26.96	27.93	39.7	41.5
Rayon and allied products	.980	.962	40.77	39.35	41.6	40.9	.669	.661	25.62	25.12	38.3	38.0
Cotton—North	.805	.798	37.05	35.95	46.1	45.0	.661	.653	27.03	26.58	40.9	40.7
Electrical manufacturing	1.183	1.177	56.87	56.18	48.1	47.7	.778	.775	34.16	33.91	43.9	43.7
Furniture[2]	.990	.971	48.10	47.04	48.6	48.4	.683	.686	29.46	29.48	43.2	43.0
Hosiery and knit goods	1.041	1.030	44.86	44.00	43.1	42.7	.633	.622	25.47	24.67	40.3	39.7
Iron and steel[3]	1.103	1.105	46.87	45.97	42.5	41.6	....	....	....	....	....	....
Leather tanning and finishing	.871	.871	37.92	37.80	43.6	43.4	.689	.683	27.37	27.02	39.7	39.6
Lumber and millwork	1.012	1.017	44.30	43.19	43.8	42.5	....	....	....	....	....	....
Meat packing	.881	.881	38.49	37.68	43.7	42.8	.662	.656	25.94	25.71	39.2	39.2
Paint and varnish	.922	.916	40.38	39.85	43.8	43.5	.693	.668	26.40	25.12	38.1	37.6
Paper and pulp	.887	.889	41.68	41.19	47.0	46.3	.622	.623	25.54	25.45	41.0	40.8
Paper products	.910	.911	41.88	42.29	46.0	46.4	.599	.596	24.45	24.41	40.9	41.0
Printing—book and job	1.074	1.076	48.56	48.78	45.2	45.3	.584	.581	24.20	23.89	41.5	41.1
Printing—news and magazine	1.136	1.127	44.88	43.83	39.5	38.9	.621	.583	24.13	23.33	38.8	40.0
Rubber	1.242	1.225	58.67	57.31	47.2	46.8	.792	.770	32.96	31.80	41.6	41.3
1. Rubber tires and tubes	1.305	1.283	60.60	59.08	46.5	46.1	.884	.851	37.07	34.88	41.9	41.0
2. Other rubber products	1.139	1.129	55.30	54.20	48.6	48.0	.715	.706	29.60	29.34	41.4	41.6
Silk and rayon	.811	.786	36.63	35.79	45.2	45.5	.564	.562	22.13	21.86	39.3	38.9
Wool	.934	.924	41.68	41.10	44.6	44.5	.751	.749	30.68	30.38	40.9	40.6
1. Woolen and worsted goods	.912	.905	40.18	39.61	44.1	43.8	.758	.758	30.98	30.59	40.9	40.4
2. Other woolen products[4]	.963	.951	43.82	43.30	45.5	45.5	.736	.729	30.04	29.91	40.8	41.0
Foundries and machine shops	1.121	1.112*r*	54.54	53.81*r*	48.7	48.4	.777	.766	34.42	33.27*r*	44.3	43.5*r*
1. Foundries	1.053	1.035	49.72	48.39	47.2	46.8	.745	.749	31.33	30.82	42.1	41.1
2. Machines and machine tools	1.110	1.100	57.56	56.31	51.9	51.2	.770	.755	35.44	32.35	46.0	42.9
3. Heavy equipment[6]	1.177	1.169	56.90	56.47*r*	48.3	48.3	.783	.773	33.39	32.48	42.7	42.0
4. Hardware and small parts	1.101	1.101*r*	53.51	53.21*r*	48.6	48.3*r*	.767	.758*r*	33.28	32.43*r*	43.4	42.8*r*
5. Other products	1.104	1.096	52.68	52.06	47.7	47.5	.785	.772	34.71	34.15	44.2	44.2
25 INDUSTRIES	$1.069	$1.064*r*	$49.01	$48.44*r*	45.7	45.4	$.677	$.669	$27.85	$27.44*r*	41.0	40.9
Cement	$.827	$.816	$31.06	$31.10	37.6	38.1	....	....	....	....	....	....
Petroleum refining	1.203	1.194	49.47	48.45	41.1	40.6	....	....	....	....	....	....
27 INDUSTRIES	$1.069	$1.064*r*	$48.87	$48.29*r*	45.6	45.3	....	....	....	....	....	....
Aircraft	$1.079	$1.079*r*	$49.58	$50.00*r*	46.0	46.3*r*	$.822	$.823*r*	$36.04	$36.43*r*	43.8	44.3*r*
Shipbuilding	1.236	1.242*r*	56.87	57.71*r*	46.0	46.5	.903	.931	39.45	40.44*r*	43.7	43.4

See footnotes on page 232

EARNINGS AND HOURS, UNSKILLED AND SKILLED AND SEMI-SKILLED MALE WAGE EARNERS, MARCH, 1943

Note: *Hourly earnings are not wage rates, because they include overtime and incentive payments*

Industry	Unskilled						Skilled and Semi-Skilled					
	Average Earnings				Average Hours per Week per Wage Earner		Average Earnings				Average Hours per Week per Wage Earner	
	Hourly		Weekly				Hourly		Weekly			
	Mar.	Feb.	Mar.	Feb.	Mar.	Feb.	Mar.	Feb.	Mar.	Feb.	Mar.	Feb.
Agricultural implement	$.885	$.878*r*	$42.61	$40.95*r*	48.2	46.6*r*	$1.134	$1.125*r*	$52.78	$52.32*r*	46.5	46.5
Automobile[1]	1.099	1.079*r*	51.11	49.54*r*	46.5	45.9*r*	1.374	1.358*r*	63.50	63.68*r*	46.2	46.9*r*
Boot and shoe	.453	.453	18.34	18.93	40.5	41.8	.817	.815	33.27	33.69	40.7	41.3
Chemical	.910	.907	39.68	40.45	43.6	44.6	1.127	1.127	49.36	51.05	43.8	45.3
Rayon and allied products	.734	.715	29.73	28.17	40.5	39.4	1.008	.991	41.93	40.63	41.6	41.0
Cotton—North	.729	.720	33.14	32.53	45.5	45.2	.839	.833	38.87	37.46	46.3	45.0
Electrical manufacturing	.876	.866	40.79	40.18	46.6	46.4	1.220	1.214	58.86	58.14	48.3	47.9
Furniture[2]	.767	.735	36.81	33.97	48.0	46.2	1.032	1.014	50.23	49.57	48.7	48.9
Hosiery and knit goods	.658	.646	29.66	28.80	45.1	44.6	1.076	1.065	46.18	45.35	42.9	42.6
Iron and steel[3]	.852	.850	34.61	33.66	40.6	39.6	1.151	1.153	49.33	48.43	42.9	42.0
Leather tanning and finishing	.647	.648	26.92	27.19	41.6	42.0	.928	.928	40.90	40.65	44.1	43.8
Lumber and millwork	.760	.751	32.55	31.55	42.8	42.0	1.085	1.089	47.79	46.36	44.1	42.6
Meat packing	.763	.755	32.93	32.00	43.2	42.4	.947	.955	41.62	41.04	43.9	43.0
Paint and varnish	.777	.770	32.40	31.65	41.7	41.1	.998	.987	45.01	44.42	45.1	45.0
Paper and pulp	.750	.748	33.91	33.76	45.2	45.2	.947	.952	45.31	44.60	47.9	46.9
Paper products	.728	.734	32.03	33.17	44.0	45.2	.980	.980	45.91	45.99	46.8	46.9
Printing—book and job	.654	.655	29.08	29.19	44.5	44.6	1.245	1.248	56.66	56.93	45.5	45.6
Printing—news and magazine	.721	.723	27.75	27.35	38.5	37.8	1.248	1.239	49.68	48.58	39.8	39.2
Rubber	.909	.896	40.81	41.75	44.9	46.6	1.251	1.234	59.19	57.73	47.3	46.8
1. Rubber tires and tubes	.997	.985	46.36	46.39	46.5	47.1	1.313	1.291	60.99	59.40	46.4	46.0
2. Other rubber products	.720	.721	29.98	32.84	41.7	45.5	1.150	1.140	56.06	54.82	48.8	48.1
Wool	.758	.756	32.42	32.31	42.8	42.7	1.019	1.002	46.50	45.45	45.6	45.4
1. Woolen and worsted goods	.774	.773	32.25	32.32	41.7	41.8	1.003	.986	45.88	44.45	45.8	45.1
2. Other woolen products[4]	.722	.718	32.85	32.30	45.5	45.0	1.037	1.020	47.17	46.61	45.5	45.7
Foundries and machine shops	.916	.906	43.58	42.87	47.6	47.3	1.156	1.148*r*	56.48	55.74*r*	48.8	48.6
1. Foundries	.852	.837	39.71	38.44	46.6	45.9	1.140	1.122	54.12	52.88	47.5	47.1
2. Machines and machine tools	.950	.948	48.35	47.15	50.9	49.8	1.135	1.123	59.04	57.76	52.0	51.4
3. Heavy equipment[6]	.928	.917*r*	42.63	42.25*r*	45.9	46.1	1.216	1.209*r*	59.26	58.83*r*	48.7	48.7*r*
4. Hardware and small parts	.884	.872*r*	42.72	42.09*r*	48.3	48.3*r*	1.136	1.139*r*	55.29	55.03*r*	48.7	48.3*r*
5. Other products	.940	.932	44.89	44.55	47.7	47.8	1.127	1.119	53.77	53.10	47.7	47.4
24 INDUSTRIES[5]	$.836	$.827*r*	$37.53	$36.81*r*	44.8	44.4	$1.128	$1.122	$51.95	$51.34*r*	46.0	45.7
Cement	$.712	$.713	$26.99	$26.57	37.9	37.3	$.845	$.832	$31.69	$31.83	37.5	38.3
Petroleum refining	.905	.895	36.98	36.38	40.8	40.7	1.237	1.227	50.90	49.78	41.2	40.6
26 INDUSTRIES[5]	$.835	$.827*r*	$37.44	$36.71*r*	44.7	44.3	$1.128	$1.122*r*	$51.77	$51.16*r*	45.8	45.5
Aircraft	$.968	$.972*r*	$42.88	$42.90*r*	44.3	44.1*r*	$1.084	$1.084*r*	$49.90	$50.33*r*	46.0	46.4*r*
Shipbuilding	.945	1.001*r*	40.87	44.96*r*	43.3	44.9	1.289	1.297*r*	59.94	60.76*r*	46.5	46.8

NOTE: The wage data here given are for cash payments only and do not take into consideration the value of such wage equivalents as reduced or free house rents or other special services rendered by the company to employees. Various forms of wage equivalents are in use in industrial establishments in many localities, but the part which they play as compensation for work performed cannot be taken into account in a study of this character.

[1] Based on data collected by the Automobile Manufacturers Association and THE CONFERENCE BOARD; revised data since Jan. 1941, available upon request.

[2] Includes wood, metal, and upholstered household and office furniture.

[3] Based on data collected by th: American Iron and Steel Institute and THE CONFERENCE BOARD.

[4] Principally rugs.

[5] Silk and rayon industry not included, as adequate data for unskilled and skilled groups are not available for this industry.

[6] Beginning with February, 1943, earnings and hours data for female wage earners are also presented. Figures for all wage earners and all male previously published are comparable to all male currently shown.

p Preliminary

r Revised

n.a. Not available for publication; included in total indexes.

a Indexes of "real" earnings are based upon the Conference Board's indexes of the cost of living in the United States based upon prewar budgets.

"*Real*" *weekly earnings,* or dollar earnings adjusted for changes in cost of living, rose 0.1% in March and were 8.7% higher than in March, 1942, and 51.1% above the 1929 average.

Employment gained 0.3% in March. Since March of last year, it rose 14.2%, and 47.0% since 1929.

Man hours rose 0.9% from February to March. They exceeded the level of last March by 19.7% and the 1929 level by 36.1%.

Payrolls which reached 247.3 (1923 = 100) in March were up 1.4% since February, 32.7% since March, 1942, and 128.1% since 1929.

More persons were employed in the twenty-five industries in March, 1943, than in any other month since data have been collected. They averaged 44.7 hours of work a week and, with earnings of $.987 per hour, received $44.31, the highest ever recorded. More goods and services could be purchased as measured by "real" weekly earnings, than in February and more than in any other month since 1914.

The average American manufacturer operated his factory the greatest number of man hours and disbursed the largest payrolls a week for any month since these surveys were initiated.

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Cost of Living in the United States and in 70 Cities in April, 1943

THE INDEX of living costs of wage earners' families in the United States has been adjusted this month to provide for various changes in buying habits which have occurred because of rationing, of shortages, and of the entire disappearance from the market of certain items. A second table of living costs will continue the previous series based upon post-War I family budgets. Thus it will be possible to follow changes in cost of living with and without the effects of wartime changes.

CHANGES IN THE COST OF LIVING, APRIL, 1943

Item	Index Numbers, 1923=100			Percentage Changes	
	April, 1943	March, 1943	April, 1942	March, 1943 to April, 1943	April, 1942 to April, 1943
Food[1]	115.4	112.8	98.6	+2.3	+17.0
Housing	90.8	90.8	91.0	0	–0.2
Clothing	88.6	88.6	88.4	0	+0.2
Men's	*98.1*	*98.1*	*98.3*	*0*	*–0.2*
Women's	*79.0*	*79.0*	*78.5*	*0*	*+0.6*
Fuel and light[2]	93.7	92.4	89.7	+1.4	+4.5
Electricity	*67.3*	*67.3*	*67.6*	*0*	*–0.4*
Gas	*94.9*	*94.9*	*94.7*	*0*	*+0.2*
Sundries	106.5	106.5	103.9	0	+2.5
Weighted average of all items	104.0	103.0	97.1	+1.0	+7.1
Purchasing value of dollar	96.2	97.1	103.0	–0.9	–6.6

[1] Based on The Conference Board's indexes of food prices, March 15, 1943, and April 15, 1943.
[2] Includes fuel as well as electricity and gas.

Living costs in the United States showed a further increase of 1.0% between March 15, 1943, and April 15, 1943. The Board's index on a wartime basis (1923=100) now stands at 104.0. This is 7.1% above that of a year ago and 20.9% over the January, 1941, level. Compared with prices prevailing a year ago, food costs were 17.0% higher. The purchasing value of the 1923 dollar, was 97.1 cents in March and 96.2 cents in April.

In sixty of the sixty-two industrial cities for which indexes on the wartime basis are available the cost of living rose over the month. The largest increase, 2.4%, occurred in New Orleans, although in three other cities, Baltimore, Birmingham and Newark, the monthly rise was also greater than 2.0%. In Houston, Texas, no change occurred and in Macon, Georgia, a decline of 0.1% was indicated.

Since April, 1942, rises of 4.0% or more have occurred in all cities for which figures are available. Some of the greater yearly increases have taken place in San Francisco (10.8%), Sacramento (8.7%), New Orleans and Rockford (8.5%), Baltimore and Los Angeles (8.3%), Erie and Lynn (8.1%), Boston and Front Royal, Va. (7.8%), and in Atlanta and Chattanooga (7.7%). In five cities—Bridgeport, Buffalo, New York, Philadelphia and Rochester—the increase for the year was 7.5%.

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COST OF LIVING ON WARTIME BUDGETS IN MARCH AND APRIL, 1943, FOR WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS IN 62 CITIES

Source: The Conference Board

Index Numbers, January, 1939=100

City	Index Numbers Jan., 1939 = 100			Percentage Changes	
	April 1943	Mar. 1943	April 1942	Mar. 1943 to April 1943	April 1942 to April 1943
Akron					
Food	155.5	152.7	137.3	+1.8	+13.3
Housing	113.7	113.7	123.0	0	-7.6
Clothing	121.4	121.3	120.8	+0.1	+0.5
Fuel and light	112.5	112.5	108.7	0	+3.5
Housefurnishings	118.4	118.4	118.2	0	+0.2
Sundries	109.8	109.8	108.2	0	+1.5
Weighted Total	125.9	125.0	121.0	+0.7	+4.0
Atlanta					
Food	151.2	145.4	127.3	+4.0	+18.8
Housing	99.2	99.2	99.2	0	0
Clothing	123.7	123.7	123.8	0	-0.1
Fuel and light	110.7	110.2	105.4	+0.5	+5.0
Housefurnishings	117.1	117.1	117.3	0	-0.2
Sundries	112.1	110.6	108.4	+1.4	+3.4
Weighted Total	123.2	120.9	114.4	+1.9	+7.7
Baltimore					
Food	160.6	152.6	129.0	+5.2	+24.5
Housing	103.2	103.2	113.3	0	-8.9
Clothing	120.5	120.5	120.3	0	+0.2
Fuel and light	105.0	105.0	100.8	0	+4.2
Housefurnishings	130.6	130.6	129.9	0	+0.5
Sundries	110.3	110.3	109.2	0	+1.0
Weighted Total	128.1	125.3	118.3	+2.2	+8.3
Birmingham					
Food	159.2	150.2	133.5	+6.0	+19.3
Housing	105.7	105.7	116.3	0	-9.1
Clothing	124.7	124.7	125.5	0	-0.6
Fuel and light	99.5	98.5	96.8	+1.0	+2.8
Housefurnishings	117.8	117.8	118.4	0	-0.5
Sundries	110.7	110.7	106.7	0	+3.7
Weighted Total	125.0	122.3	118.2	+2.2	+5.8
Boston					
Food	143.2	140.3	122.2	+2.1	+17.2
Housing	103.6	103.6	103.8	0	-0.2
Clothing	125.1	125.1	124.0	0	+0.9
Fuel and light	120.8	120.8	113.3	0	+6.6
Housefurnishings	122.5	122.5	122.4	0	+0.1
Sundries	111.8	111.8	108.5	0	+3.0
Weighted Total	123.8	122.7	114.8	+0.9	+7.8
Bridgeport					
Food	149.2	143.8	125.8	+3.8	+18.6
Housing	106.5	106.5	110.1	0	-3.3
Clothing	124.9	124.9	121.0	0	+3.2
Fuel and light	115.5	115.6	107.5	-0.1	+7.4
Housefurnishings	126.4	126.4	126.5	0	-0.1
Sundries	115.3	115.3	113.3	0	+1.8
Weighted Total	126.2	124.3	117.4	+1.5	+7.5
Buffalo					
Food	150.1	145.4	127.4	+3.2	+17.8
Housing	114.7	114.7	114.6	0	+0.1
Clothing	118.0	118.0	118.6	0	-0.5
Fuel and light	106.2	106.2	100.6	0	+5.6
Housefurnishings	126.1	126.1	124.2	0	+1.5
Sundries	109.2	109.2	105.6	0	+3.4
Weighted Total	124.7	123.2	116.0	+1.2	+7.5
Chattanooga					
Food	155.4	148.2	130.0	+4.9	+19.5
Housing	103.1	103.7	103.5	-0.6	-0.4
Clothing	118.4	118.4	117.4	0	+0.9
Fuel and light	90.9	90.9	86.8	0	+4.7
Housefurnishings	121.5	121.5	122.1	0	-0.5
Sundries	107.4	107.3	106.3	+0.1	+1.0
Weighted Total	122.5	120.2	113.7	+1.9	+7.7
Chicago					
Food	142.9	139.5	122.8	+2.4	+16.4
Housing	105.5	105.5	103.9	0	+1.5
Clothing	122.5	122.5	122.6	0	-0.1
Fuel and light	100.4	100.1	98.2	+0.3	+2.2
Housefurnishings	124.7	124.7	125.6	0	-0.7
Sundries	105.9	105.9	102.7	0	+3.1
Weighted Total	119.8	118.6	111.8	+1.0	+7.2
Cincinnati					
Food	146.8	142.9	129.1	+2.7	+13.7
Housing	100.9	100.9	101.5	0	-0.6
Clothing	128.7	128.7	125.2	0	+2.8
Fuel and light	103.6	103.6	102.3	0	+1.3
Housefurnishings	124.1	124.1	122.7	0	+1.1
Sundries	107.8	107.8	106.3	0	+1.4
Weighted Total	122.8	121.5	115.9	+1.1	+6.0
Cleveland					
Food	142.7	140.0	126.2	+1.9	+13.1
Housing	109.7	109.7	112.1	0	-2.1
Clothing	126.9	126.9	127.1	0	-0.2
Fuel and light	102.5	102.5	100.9	0	+1.6
Housefurnishings	118.2	118.2	119.3	0	-0.9
Sundries	114.4	114.4	107.4	0	+6.5
Weighted Total	122.8	122.0	116.3	+0.7	+5.6
Dallas					
Food	151.5	147.3	128.2	+2.9	+18.2
Housing	105.6	105.6	103.9	0	+1.6
Clothing	122.8	122.8	122.5	0	+0.2
Fuel and light	93.3	93.3	100.0	0	-6.7
Housefurnishings	127.9	127.9	125.7	0	+1.8
Sundries	110.2	110.1	108.8	+0.1	+1.3
Weighted Total	122.7	121.4	115.4	+1.1	+6.3
Dayton					
Food	149.6	145.1	127.8	+3.1	+17.1
Housing	105.1	105.1	113.5	0	-7.4
Clothing	121.5	121.5	123.0	0	-1.2
Fuel and light	103.9	103.9	101.6	0	+2.3
Housefurnishings	127.5	127.5	128.0	0	-0.4
Sundries	107.2	107.2	106.4	0	+0.8
Weighted Total	122.6	121.2	117.1	+1.2	+4.7
Denver					
Food	147.7	143.9	128.7	+2.6	+14.8
Housing	105.6	105.6	104.0	0	+1.5
Clothing	121.6	121.6	121.7	0	-0.1
Fuel and light	97.5	97.5	96.4	0	+1.1
Housefurnishings	122.4	122.4	123.0	0	-0.5
Sundries	110.1	110.1	108.5	0	+1.5
Weighted Total	122.1	120.8	115.1	+1.1	+6.1

COST OF LIVING ON WARTIME BUDGETS IN MARCH AND APRIL, 1943, FOR WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS IN 62 CITIES—Continued

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939 = 100

CITY	Index Numbers Jan., 1939 = 100			Percentage Changes	
	April 1943	Mar. 1943	April 1942	Mar. 1943 to April 1943	April 1942 to April 1943
Des Moines					
Food	153.7	149.5	131.1	+2.8	+17.2
Housing	105.3	105.3	104.0	0	+1.3
Clothing	126.9	126.9	125.4	0	+1.2
Fuel and light	110.1	109.2	108.5	+0.8	+1.5
Housefurnishings	123.8	123.8	123.7	0	+0.1
Sundries	110.9	110.9	109.4	0	+1.4
Weighted Total	124.1	122.8	116.5	+1.1	+6.5
Detroit					
Food	144.2	141.9	123.2	+1.6	+17.0
Housing	107.0	107.0	107.5	0	−0.5
Clothing	117.9	117.9	118.0	0	−0.1
Fuel and light	113.9	113.6	108.5	+0.3	+5.0
Housefurnishings	133.1	133.1	131.8	0	+1.0
Sundries	103.5	103.5	101.8	0	+1.7
Weighted Total	120.5	119.8	113.0	+0.6	+6.6
Duluth					
Food	143.5	143.2	126.3	+0.2	+13.6
Housing	100.1	100.1	100.5	0	−0.4
Clothing	124.6	124.6	124.3	0	+0.2
Fuel and light	100.0	100.0	99.9	0	+0.1
Housefurnishings	129.7	129.7	129.5	0	+0.2
Sundries	110.6	109.7	108.7	+0.8	+1.7
Weighted Total	120.9	120.6	114.8	+0.2	+5.3
Erie, Pa.					
Food	151.5	147.3	126.2	+2.9	+20.0
Housing	109.9	109.9	109.8	0	+0.1
Clothing	133.7	133.7	134.2	0	−0.4
Fuel and light	110.8	110.8	108.4	0	+2.2
Housefurnishings	129.8	129.8	130.1	0	−0.2
Sundries	113.2	113.2	109.0	0	+3.9
Weighted Total	127.5	126.1	117.9	+1.1	+8.1
Fall River					
Food	152.1	150.8	133.5	+0.9	+13.9
Housing	104.3	104.3	104.3	0	0
Clothing	118.8	118.8	120.0	0	−1.0
Fuel and light	109.0	109.0	102.6	0	+6.2
Housefurnishings	114.3	114.3	115.6	0	+1.1
Sundries	110.1	110.1	108.3	0	+1.7
Weighted Total	124.4	124.0	117.4	+0.3	+6.0
Front Royal, Va.					
Food	167.3	161.6	139.7	+3.5	+19.8
Housing	92.0	92.0	92.0	0	0
Clothing	127.9	127.9	124.2	0	+3.0
Fuel and light	103.9	103.9	103.5	0	+0.4
Housefurnishings	127.1	127.1	126.5	0	+0.5
Sundries	105.6	105.6	103.1	0	+2.4
Weighted Total	122.1	120.5	113.3	+1.3	+7.8
Grand Rapids					
Food	154.9	149.2	133.7	+3.8	+15.9
Housing	106.5	106.6	106.6	−0.1	−0.1
Clothing	121.8	121.9	121.4	−0.1	+0.3
Fuel and light	109.0	108.8	105.0	+0.2	+3.8
Housefurnishings	132.7	132.7	132.3	0	+0.3
Sundries	116.0	115.9	113.4	+0.1	+2.3
Weighted Total	127.1	125.3	119.3	+1.4	+6.5
Houston					
Food	141.8	141.8	127.6	0	+11.1
Housing	105.7	105.7	105.6	0	+0.1
Clothing	124.2	124.2	124.4	0	−0.2
Fuel and light	90.2	90.2	90.2	0	0
Housefurnishings	114.7	114.7	115.2	0	−0.4
Sundries	109.2	109.2	107.9	0	+1.2
Weighted Total	119.0	119.0	114.3	0	+4.1
Huntington, W. Va.					
Food	150.2	145.7	128.2	+3.1	+17.2
Housing	111.7	111.7	112.3	0	−0.5
Clothing	118.3	118.3	119.3	0	−0.8
Fuel and light	100.0	100.0	100.0	0	0
Housefurnishings	123.9	124.0	123.3	−0.1	+0.5
Sundries	111.0	110.9	110.2	+0.2	+0.7
Weighted Total	124.6	123.1	117.4	+1.2	+6.1
Indianapolis					
Food	149.3	146.9	131.4	+1.6	+13.6
Housing	107.9	107.9	109.6	0	−1.6
Clothing	119.9	119.9	119.9	0	0
Fuel and light	106.2	106.2	102.7	0	+3.4
Housefurnishings	124.7	124.7	125.4	0	−0.6
Sundries	112.0	112.0	110.6	0	+1.3
Weighted Total	123.7	123.0	117.9	+0.6	+4.9
Kansas City, Mo.					
Food	140.4	137.8	125.4	+1.9	+12.0
Housing	105.2	105.2	105.2	0	0
Clothing	121.7	121.7	121.9	0	−0.2
Fuel and light	108.8	108.2	106.4	+0.6	+2.3
Housefurnishings	120.9	120.9	121.8	0	+0.7
Sundries	113.5	113.5	108.4	0	+4.7
Weighted Total	120.9	120.1	114.7	+0.7	+5.4
Lansing					
Food	167.0	163.3	143.5	+2.3	+16.4
Housing	98.0	98.0	98.0	0	0
Clothing	124.1	124.1	124.5	0	−0.3
Fuel and light	105.4	105.4	101.6	0	+3.7
Housefurnishings	129.5	129.5	132.5	0	−2.3
Sundries	108.6	108.6	106.9	0	+1.6
Weighted Total	125.8	124.7	118.3	+0.9	+6.3
Los Angeles					
Food	156.2	149.5	130.0	+4.5	+20.2
Housing	104.6	104.6	104.7	0	−0.1
Clothing	119.0	119.0	115.7	0	+2.9
Fuel and light	96.2	96.2	96.2	0	0
Housefurnishings	123.8	123.8	125.2	0	−1.1
Sundries	107.1	107.2	104.0	−0.1	+3.0
Weighted Total	123.4	121.2	113.9	+1.8	+8.3
Louisville					
Food	148.2	143.8	130.2	+3.1	+13.8
Housing	103.9	104.5	104.9	−0.6	−1.0
Clothing	120.1	120.1	122.6	0	−2.0
Fuel and light	110.4	110.4	107.9	0	+2.3
Housefurnishings	127.7	127.7	127.9	0	−0.2
Sundries	107.8	107.8	106.9	0	+0.8
Weighted Total	123.5	122.1	117.4	+1.1	+5.2

COST OF LIVING ON WARTIME BUDGETS IN MARCH AND APRIL, 1943, FOR WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS IN 62 CITIES—Continued

Source: The Conference Board

Index Numbers, January, 1939=100

City	Index Numbers Jan., 1939=100			Percentage Changes	
	April 1943	Mar. 1943	April 1942	Mar. 1943 to April 1943	April 1942 to April 1943
Lynn					
Food	146.7	143.6	123.3	+2.2	+19.0
Housing	104.5	104.5	105.6	0	−1.0
Clothing	123.9	123.9	123.8	0	+0.1
Fuel and light	116.1	116.1	111.8	0	+3.8
Housefurnishings	125.6	125.6	126.5	0	−0.7
Sundries	111.0	111.0	107.7	0	+3.1
Weighted Total	124.8	123.7	115.5	+0.9	+8.1
Macon					
Food	156.7	156.8	137.8	−0.1	+13.7
Housing	115.9	115.9	121.7	0	−4.8
Clothing	116.8	116.8	116.7	0	+0.1
Fuel and light	108.5	108.5	107.8	0	+0.6
Housefurnishings	129.3	129.3	130.5	0	−0.9
Sundries	110.8	110.8	102.5	0	+8.1
Weighted Total	126.4	126.5	118.9	−0.1	+6.3
Manchester, N. H.					
Food	148.5	143.4	128.6	+3.6	+15.5
Housing	102.9	102.9	103.0	0	−0.1
Clothing	119.3	119.3	117.9	0	+1.2
Fuel and light	109.8	109.7	105.5	+0.1	+4.1
Housefurnishings	123.8	123.8	124.3	0	−0.4
Sundries	107.0	107.1	105.4	−0.1	+1.5
Weighted Total	124.0	122.2	115.9	+1.5	+7.0
Meadville, Pa.					
Food	148.9	147.3	130.9	+1.1	+13.8
Housing	110.8	110.8	110.8	0	0
Clothing	117.1	117.1	117.5	0	−0.3
Fuel and light	106.7	106.7	105.4	0	+1.2
Housefurnishings	128.7	128.7	124.4	0	+3.5
Sundries	110.6	109.4	107.9	+1.1	+2.5
Weighted Total	123.4	122.3	116.8	+0.9	+5.7
Memphis					
Food	165.2	160.2	135.2	+3.1	+22.2
Housing	109.4	109.4	109.2	0	+0.2
Clothing	128.0	128.0	128.1	0	−0.1
Fuel and light	101.6	99.9	100.1	+1.7	+1.5
Housefurnishings	127.5	127.5	128.0	0	−0.4
Sundries	105.7	105.7	107.5	0	−1.7
Weighted Total	126.8	125.2	118.5	+1.3	+7.0
Milwaukee					
Food	147.0	143.7	126.5	+2.3	+16.2
Housing	103.3	103.3	103.4	0	−0.1
Clothing	128.0	128.0	123.3	0	+3.8
Fuel and light	105.6	104.8	103.9	+0.8	+1.6
Housefurnishings	125.3	125.3	126.6	0	−1.0
Sundries	112.5	112.5	109.3	0	+2.9
Weighted Total	123.1	122.0	115.3	+0.9	+6.8
Minneapolis					
Food	150.3	146.1	127.4	+2.9	+18.0
Housing	103.7	103.7	103.4	0	+0.3
Clothing	124.9	124.9	123.7	0	+1.0
Fuel and light	101.5	101.5	99.4	0	+2.1
Housefurnishings	122.2	122.2	122.3	0	−0.1
Sundries	112.7	112.7	110.7	0	+1.8
Weighted Total	123.6	122.2	115.3	+1.1	+7.2
Muskegon					
Food	165.5	161.7	144.3	+2.4	+14.7
Housing	115.2	115.2	115.4	0	−0.2
Clothing	122.8	122.8	120.1	0	+2.2
Fuel and light	112.5	111.7	110.7	+0.7	+1.6
Housefurnishings	118.8	118.8	120.4	0	−1.3
Sundries	109.7	109.7	108.8	0	+0.8
Weighted Total	128.7	127.5	121.9	+0.9	+5.6
Newark					
Food	145.0	138.4	122.0	+4.8	+18.9
Housing	101.4	101.4	101.4	0	0
Clothing	120.3	120.3	123.1	0	−2.3
Fuel and light	104.8	104.8	101.3	0	+3.5
Housefurnishings	129.4	129.4	129.9	0	−0.4
Sundries	105.8	105.8	104.2	0	+1.5
Weighted Total	120.1	117.8	112.0	+2.0	+7.2
New Haven					
Food	144.0	139.0	122.8	+3.6	+17.3
Housing	105.3	105.3	105.6	0	−0.3
Clothing	120.1	120.1	120.0	0	+0.1
Fuel and light	109.8	109.8	103.5	0	+6.1
Housefurnishings	124.4	124.4	125.2	0	−0.6
Sundries	106.9	106.9	105.5	0	+1.3
Weighted Total	120.5	118.9	112.9	+1.3	+6.7
New Orleans					
Food	160.2	152.1	135.7	+5.3	+18.1
Housing	110.6	110.6	110.8	0	−0.2
Clothing	121.5	121.5	119.6	0	+1.6
Fuel and light	103.2	103.2	103.2	0	0
Housefurnishings	128.3	128.3	128.8	0	−0.4
Sundries	106.1	106.1	103.9	0	+2.1
Weighted Total	129.8	126.7	119.6	+2.4	+8.5
New York					
Food	149.6	148.5	128.0	+0.7	+16.9
Housing	100.8	100.8	100.7	0	+0.1
Clothing	113.9	113.9	114.1	0	−0.2
Fuel and light	116.5	111.1	106.6	+4.9	+9.3
Housefurnishings	127.7	127.7	129.0	0	−1.0
Sundries	107.2	107.2	104.4	0	+2.7
Weighted Total	122.6	122.2	114.0	+0.3	+7.5
Oakland					
Food	153.2	150.8	130.5	+1.6	+17.4
Housing	131.5	131.5	131.5	0	0
Clothing	123.5	123.5	121.5	0	+1.6
Fuel and light	84.9	84.9	84.9	0	0
Housefurnishings	119.3	119.3	118.8	0	+0.4
Sundries	103.0	103.0	100.8	0	+2.2
Weighted Total	126.4	125.6	118.1	+0.6	+7.0
Omaha					
Food	150.9	148.6	130.9	+1.5	+15.3
Housing	100.6	100.6	100.6	0	0
Clothing	120.8	120.8	121.4	0	−0.5
Fuel and light	104.8	104.6	103.0	+0.2	+1.7
Housefurnishings	130.7	130.7	131.8	0	−0.8
Sundries	111.9	111.9	110.7	0	+1.1
Weighted Total	122.8	122.0	116.1	+0.7	+5.8

COST OF LIVING ON WARTIME BUDGETS IN MARCH AND APRIL, 1943, FOR WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS IN 62 CITIES—Continued

Source: The Conference Board

Index Numbers, January, 1939=100

City	Index Numbers Jan., 1939=100			Percentage Changes	
	April 1943	Mar. 1943	April 1942	Mar. 1943 to April 1943	April 1942 to April 1943
Parkersburg, W. Va.					
Food	150.8	147.6	134.6	+2.2	+12.0
Housing	104.2	104.2	104.2	0	0
Clothing	123.9	123.9	123.4	0	+0.4
Fuel and light	94.6	94.6	94.6	0	0
Housefurnishings	124.6	124.6	124.3	0	+0.2
Sundries	109.5	109.4	108.0	+0.1	+1.4
Weighted Total	125.2	124.0	118.7	+1.0	+5.5
Philadelphia					
Food	152.6	147.4	130.8	+3.5	+16.7
Housing	102.9	102.9	103.0	0	−0.1
Clothing	122.2	122.4	123.2	−0.2	−0.8
Fuel and light	107.0	107.0	101.3	0	+5.6
Housefurnishings	121.1	121.1	120.3	0	+0.7
Sundries	110.6	110.6	108.4	0	+2.0
Weighted Total	126.0	124.1	117.2	+1.5	+7.5
Pittsburgh					
Food	148.3	147.1	128.6	+0.8	+15.3
Housing	105.7	105.7	106.3	0	−0.6
Clothing	124.6	124.6	124.1	0	+0.4
Fuel and light	110.3	110.0	108.8	+0.3	+1.4
Housefurnishings	117.2	117.2	117.8	0	−0.5
Sundries	111.3	111.3	109.4	0	+1.7
Weighted Total	124.0	123.6	117.1	+0.3	+5.9
Portland, Ore.					
Food	149.7	148.4	132.9	+0.9	+12.6
Housing	110.0	110.0	110.7	0	−0.6
Clothing	127.4	127.4	126.8	0	+0.5
Fuel and light	124.3	124.3	113.3	0	+9.7
Housefurnishings	119.0	119.0	119.9	0	−0.8
Sundries	112.0	112.0	107.7	0	+4.0
Weighted Total	125.8	125.5	118.7	+0.2	+6.0
Providence					
Food	144.5	141.3	124.2	+2.3	+16.3
Housing	103.3	103.3	103.3	0	0
Clothing	117.7	117.7	118.9	0	−1.0
Fuel and light	113.7	113.7	106.8	0	+6.5
Housefurnishings	125.3	125.3	125.7	0	−0.3
Sundries	112.0	112.0	108.2	0	+3.5
Weighted Total	121.9	120.9	113.8	+0.8	+7.1
Richmond					
Food	151.9	145.9	130.9	+4.1	+16.0
Housing	102.7	102.7	102.8	0	−0.1
Clothing	118.6	118.6	119.7	0	−0.9
Fuel and light	105.2	105.2	103.9	0	+1.3
Housefurnishings	120.5	120.5	120.6	0	−0.1
Sundries	107.0	107.0	106.0	0	+0.9
Weighted Total	121.2	119.4	114.7	+1.5	+5.7
Roanoke, Va.					
Food	155.4	149.5	134.0	+3.9	+16.0
Housing	119.2	119.2	122.9	0	−3.0
Clothing	113.9	113.9	114.1	0	−0.2
Fuel and light	104.1	104.1	99.2	0	+4.9
Housefurnishings	121.9	121.9	124.2	0	−1.9
Sundries	112.1	112.1	108.7	0	+3.1
Weighted Total	126.4	124.5	119.1	+1.5	+6.1
Rochester					
Food	150.9	149.0	127.9	+1.3	+18.0
Housing	103.9	103.9	103.9	0	0
Clothing	127.8	127.8	128.1	0	−0.2
Fuel and light	112.3	112.2	110.5	+0.1	+1.6
Housefurnishings	136.1	136.1	135.7	0	+0.3
Sundries	121.9	121.8	114.6	+0.1	+6.4
Weighted Total	127.0	126.3	118.1	+0.6	+7.5
Rockford, Ill.					
Food	154.6	149.9	123.5	+3.1	+25.2
Housing	138.0	138.0	138.0	0	0
Clothing	120.7	120.7	122.3	0	−1.3
Fuel and light	111.5	111.4	108.7	+0.1	+2.6
Housefurnishings	131.3	131.3	132.2	0	−0.7
Sundries	112.3	112.4	110.7	−0.1	+1.4
Weighted Total	132.1	130.7	121.7	+1.1	+8.5
Sacramento					
Food	154.4	148.6	125.9	+3.9	+22.6
Housing	104.1	104.1	106.2	0	−2.0
Clothing	122.4	122.4	119.8	0	+2.2
Fuel and light	84.7	84.7	84.7	0	0
Housefurnishings	134.7	131.9	126.2	+2.1	+6.7
Sundries	110.2	110.2	108.4	0	+1.7
Weighted Total	124.1	122.1	114.2	+1.6	+8.7
St. Louis					
Food	152.5	147.2	130.5	+3.6	+16.9
Housing	106.0	106.0	106.4	0	−0.4
Clothing	122.9	122.9	121.2	0	+1.4
Fuel and light	110.0	110.0	106.7	0	+3.1
Housefurnishings	118.0	118.0	118.5	0	−0.4
Sundries	107.3	107.3	106.3	0	+0.9
Weighted Total	124.6	122.7	116.4	+1.5	+7.0
St. Paul					
Food	144.4	142.8	125.8	+1.1	+14.8
Housing	100.9	100.9	100.7	0	+0.2
Clothing	120.0	120.0	121.7	0	−1.4
Fuel and light	102.5	102.3	100.5	+0.2	+2.0
Housefurnishings	125.6	125.6	124.2	0	+1.1
Sundries	112.5	112.5	110.0	0	+2.3
Weighted Total	120.9	120.4	114.2	+0.4	+5.9
San Francisco					
Food	171.0	164.2	136.2	+4.1	+25.6
Housing	98.3	98.3	98.3	0	0
Clothing	120.7	120.7	120.1	0	+0.5
Fuel and light	84.9	84.9	84.9	0	0
Housefurnishings	119.6	119.4	120.1	+0.2	−0.4
Sundries	104.9	104.9	101.8	0	+3.0
Weighted Total	126.7	124.5	114.4	+1.8	+10.8
Seattle					
Food	158.1	156.1	135.4	+1.3	+16.8
Housing	114.3	114.3	114.1	0	+0.2
Clothing	118.7	118.7	118.1	0	+0.5
Fuel and light	112.4	110.1	109.2	+2.1	+2.9
Housefurnishings	119.8	119.8	121.0	0	−1.0
Sundries	108.3	108.3	106.2	0	+2.0
Weighted Total	127.1	126.3	118.7	+0.6	+7.1

COST OF LIVING ON WARTIME BUDGETS IN MARCH AND APRIL, 1943, FOR WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS IN 62 CITIES—Continued

Source: The Conference Board

Index Numbers, January, 1939=100

City	Index Numbers Jan., 1939=100 April 1943	Mar. 1943	April 1942	Percentage Changes Mar. 1943 to April 1943	April 1942 to April 1943
Spokane					
Food	147.6	145.9	124.4	+1.2	+18.6
Housing	102.0	102.0	102.2	0	-0.2
Clothing	121.6	121.6	119.9	0	+1.4
Fuel and light	131.8	131.6	130.6	+0.2	+0.9
Housefurnishings	132.3	132.3	132.3	0	0
Sundries	109.7	109.7	107.2	0	+2.3
Weighted Total	125.0	124.4	116.4	+0.5	+7.4
Syracuse					
Food	153.0	149.0	132.3	+2.7	+15.6
Housing	116.2	116.2	114.0	0	+1.9
Clothing	126.3	126.3	124.8	0	+1.2
Fuel and light	109.2	109.1	104.6	+0.1	+4.4
Housefurnishings	127.4	127.4	126.0	0	+1.1
Sundries	111.0	111.0	106.9	0	+3.8
Weighted Total	126.5	125.3	118.1	+1.0	+7.1
Toledo					
Food	145.4	144.1	130.7	+0.9	+11.2
Housing	109.3	109.3	105.5	0	+3.6
Clothing	122.8	122.8	122.3	0	+0.4
Fuel and light	106.5	106.5	104.6	0	+1.8
Housefurnishings	121.9	121.9	119.6	0	+1.9
Sundries	110.8	110.9	109.5	-0.1	+1.2
Weighted Total	123.0	122.6	116.9	+0.3	+5.2
Wausau, Wis.					
Food	157.1	153.3	133.6	+2.5	+17.6
Housing	102.7	102.7	102.7	0	0
Clothing	125.0	125.0	122.6	0	+2.0
Fuel and light	101.4	101.4	102.1	0	-0.7
Housefurnishings	123.6	123.6	123.4	0	+0.2
Sundries	103.7	103.7	104.7	0	-1.0
Weighted Total	125.6	124.2	117.2	+1.1	+7.2
Wilmington, Del.					
Food	151.7	146.7	129.6	+3.4	+17.1
Housing	104.0	104.0	104.0	0	0
Clothing	124.9	124.9	125.1	0	-0.2
Fuel and light	103.4	103.4	99.0	0	+4.4
Housefurnishings	115.4	115.4	115.5	0	-0.1
Sundries	109.0	109.0	107.7	0	+1.2
Weighted Total	125.0	123.3	116.9	+1.4	+6.9
Youngstown					
Food	161.7	155.1	133.1	+4.3	+21.5
Housing	105.3	105.3	107.0	0	-1.6
Clothing	125.6	125.6	124.2	0	+1.1
Fuel and light	106.7	106.7	105.7	0	+0.9
Housefurnishings	131.8	131.8	134.6	0	-2.1
Sundries	107.4	107.4	106.8	0	+0.6
Weighted Total	127.1	125.0	118.3	+1.7	+7.4

COST OF LIVING IN 8 CITIES, MARCH AND APRIL, 1943

City	Percentage Changes Mar. 1943 to April 1943	April 1942 to April 1943
Anderson, Ind.		
Food	*n.a.*	*n.a.*
Housing	*n.a.*	*n.a.*
Clothing	*n.a.*	*n.a.*
Fuel and light	*n.a.*	*n.a.*
Housefurnishings	*n.a.*	*n.a.*
Sundries	*n.a.*	*n.a.*
Weighted Total	*n.a.*	*n.a.*
Evansville, Ind.		
Food	*n.a.*	*n.a.*
Housing	*n.a.*	*n.a.*
Clothing	*n.a.*	*n.a.*
Fuel and light	*n.a.*	*n.a.*
Housefurnishings	*n.a.*	*n.a.*
Sundries	*n.a.*	*n.a.*
Weighted Total	*n.a.*	*n.a.*
Flint, Mich.		
Food	*n.a.*	*n.a.*
Housing	*n.a.*	*n.a.*
Clothing	*n.a.*	*n.a.*
Fuel and light	*n.a.*	*n.a.*
Housefurnishings	*n.a.*	*n.a.*
Sundries	*n.a.*	*n.a.*
Weighted Total	*n.a.*	*n.a.*
Green Bay, Wis.		
Food	*n.a.*	*n.a.*
Housing	*n.a.*	*n.a.*
Clothing	*n.a.*	*n.a.*
Fuel and light	*n.a.*	*n.a.*
Housefurnishings	*n.a.*	*n.a.*
Sundries	*n.a.*	*n.a.*
Weighted Total	*n.a.*	*n.a.*
Joliet, Ill.[1]		
Food	*n.a.*	*n.a.*
Housing	*n.a.*	*n.a.*
Clothing	*n.a.*	*n.a.*
Fuel and light	*n.a.*	*n.a.*
Housefurnishings	*n.a.*	*n.a.*
Sundries	*n.a.*	*n.a.*
Weighted Total	*n.a.*	*n.a.*
Lewistown, Pa.		
Food	*n.a.*	*n.a.*
Housing	*n.a.*	*n.a.*
Clothing	*n.a.*	*n.a.*
Fuel and light	*n.a.*	*n.a.*
Housefurnishings	*n.a.*	*n.a.*
Sundries	*n.a.*	*n.a.*
Weighted Total	*n.a.*	*n.a.*
Saginaw, Mich.		
Food	*n.a.*	*n.a.*
Housing	*n.a.*	*n.a.*
Clothing	*n.a.*	*n.a.*
Fuel and light	*n.a.*	*n.a.*
Housefurnishings	*n.a.*	*n.a.*
Sundries	*n.a.*	*n.a.*
Weighted Total	*n.a.*	*n.a.*
Trenton, N. J.		
Food	*n.a.*	*n.a.*
Housing	*n.a.*	*n.a.*
Clothing	*n.a.*	*n.a.*
Fuel and light	*n.a.*	*n.a.*
Housefurnishings	*n.a.*	*n.a.*
Sundries	*n.a.*	*n.a.*
Weighted Total	*n.a.*	*n.a.*

[1] Includes Lockport and Rockdale

n.a. Not available

COST OF LIVING OF WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS IN 62 CITIES DURING MARCH AND APRIL, 1943

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939 = 100

	Weighted Total		Food		Housing		Clothing		Fuel–Light		House Furnishings		Sundries	
	April 1943	March 1943	April 1943	March 1943	April 1943	March 1943	April 1943	March 1943	April 1943	March 1943	April 1943	March 1943	April 1943	March 1943
United States[1]	103.7	102.8	115.6	112.9	90.8	90.8	88.6	88.6	92.8	92.6	*a*	*a*	106.9	106.8
Akron	126.7	125.7	155.9	152.7	113.7	113.7	121.4	121.3	112.5	112.5	118 4	118.4	112.6	112.4
Atlanta	122.8	121.2	150.2	144.9	99.2	99.2	123.7	123.7	110.7	110.2	117.1	117.1	112.8	112.6
Baltimore	128.1	125.7	159.1	152.2	103.2	103.2	120.5	120.5	105.1	105.1	130.6	130.6	112.6	112.5
Birmingham	125.8	123.1	158.6	149.6	105.7	105.7	124.7	124.7	100.2	99.2	117.8	117.8	112.7	112.6
Boston	123.8	122.7*r*	142.9	139.8	103.6	103.6	125.1	125.1	120.9	120.9	122.5	122.5	111.9	111.8*r*
Bridgeport	126.4	124.4	149.1	143.0	106.5	106.5	124.9	124.9	115.8	115.9	126.4	126.4	116.9	116.8
Buffalo	124.6	123.3	150.0	145.8	114.7	114.7	118.0	118.0	106.2	106.2	126.1	126.1	109.6	109.4
Chattanooga	123.4	121.4	158.3	151.3	103.1	103.7	118.4	118.4	90.9	90.9	121.5	121.5	109.2	109.0
Chicago	119.5	118.3	143.0	139.4	105.5	105.5	122.5	122.5	100.6	100.2	124.7	124.7	104.7	104.7
Cincinnati	123.4	122.0*r*	147.8	143.5*r*	100.9	100.9	128.6	128.6	103.6	103.6	124.1	124.1	110.2	110.1
Cleveland	123.3	122.3	143.3	140.0	109.7	109.7	126.9	126.9	102.5	102.5	118.2	118.2	115.7	115.5
Dallas	122.6	121.5	150.8	147.0	105.6	105.6	122.8	122.8	93.3	93.3	127.9	127.9	112.9	112.6
Dayton	123.0	121.6	149.6	145.0	105.1	105.1	121.5	121.5	103.9	103.9	127.5	127.5	109.7	109.6
Denver	122.3	121.1	147.7	143.7	105.6	105.6	121 6	121.6	97.5	97.5	122.4	122.4	111.9	111.8
Des Moines	124.4	123.1	153.3	149.0	105.3	105.3	126.9	126.9	110.1	109.2	123.8	123.8	113.3	113.0
Detroit	121.3	120.4	148.2	145.6	107.0	107.0	117.9	117.9	113.9	113.6	133.1	133.1	103.5	103.3
Duluth	121.6	121.1	143.6	143.2	100.1	100.1	124.6	124.6	100.0	100.0	129.7	129.7	113.2	112.3
Erie	130.3	128.5*r*	153.8	149.2*r*	109.9	109.9	133.7	133.7	110.8	110.8	129.8	129.8	111.3	111.1
Fall River	123.8	123.2*r*	151.3	149.5	104.3	104.3	118.8	118.8	109.0	109.0*r*	114.3	114.3	107.3	107.2
Front Royal, Va.	122.4	120.7	167.7	161.6	92.0	92.0	127.9	127.9	103.9	103.9	127.1	127.1	107.4	107.2
Grand Rapids	127.8	125.8	155.6	149.1	106.5	106.6	121.8	121.9	109.0	108.8	132.7	132.7	119.1	118.9
Houston	119.6	119.4	141.6	141.1	105.7	105.7	124.2	124.2	90.2	90.2	114.7	114.7	112.5	112.3
Huntington, W. Va.	125.0	123.6	150.4	146.0	111.7	111.7	118.3	118.3	100.0	100.0	123.9	124.0	113.2	113.0
Indianapolis	124.4	123.5	149.8	146.7	107.9	107.9	119.9	119.9	106.2	106.2	124.7	124.7	115.5	115.2
Kansas City, Mo.	121.3	120.4	140.5	137.8	105.2	105.2	121.7	121.7	108.8	108.2	120.9	120.9	115.1	114.8
Lansing	125.3	124.2	167.8	164.0	98.0	98.0	124.1	124.1	105.4	105.4	129.5	129.5	107.5	107.3
Los Angeles	123.4	121.5	157.6	151.4	104.6	104.6	119.0	119.0	96.2	96.2	123.8	123.8	107.5	107.3
Louisville	123.7	122.3	148.1	143.8	103.9	104.5	120.1	120.1	110.4	110.4	127.7	127.7	109.5	109.4
Lynn	125.0	123.8	146.8	143.4	104.5	104.5	123.9	123.9	116.2	116.1	125.6	125.6	111.8	111.8
Macon	125.8	125.6	155.9	155.5	115.9	115.9	116.8	116.8	108.5	108.5	129.3	129.3	108.7	108.5
Manchester, N. H	123.4	121.9	147.9	143.6	102.9	102.9	119.3	119.3	109.8	109.7	123.8	123.8	105.9	105.8
Meadville, Pa.	123.4	122.3	149.2	147.4	110.8	110.8	117.1	117.1	109.3	106.7	128.7	128.7	109.9	108.8
Memphis	126.8	125.3	163.8	159.0	109.4	109.4	128.0	128.0	101.6	99.9	127.5	127.5	108.8	108.6
Milwaukee	123.4	122.1	147.1	143.2	103.3	103.3	128.0	128.0	105.6	104.8	125.3	125.3	114.9	114.8
Minneapolis	124.0	122.5	150.4	145.5	103.7	103.7	124.9	124.9	101.5	101.5	122.2	122.2	115.8	115.6
Muskegon	129.2	127.9	165.9	161.5	115.2	115.2	122.8	122.8	112.5	111.7	118.8	118.8	112.3	112.1
Newark	120.4	118.0	144.5	137.7	101.4	101.4	120.3	120.3	104.8	104.8	129.3	129.3	105.2	105.0
New Haven	121.0	119.3	143.9	138.8	105.3	105.3	120.1	120.1	110.0	110.0	124.4	124.4	108.1	108.0
New Orleans	127.1	124.4	155.7	148.8	110.6	110.6	119.2	119.2	103.2	103.2	128.3	128.3	104.0	103.9
New York	122.6	121.9	149.3	148.1	100.8	100.8	113.9	113.9	116.5	111.1	127.7	127.7	106.8	106.7
Oakland	126.4	125.6	152.9	150.5	131.5	131.5	123.5	123.5	84.9	84.9	119.3	119.3	104.1	104.0
Omaha	123.2	122.3	151.0	148.3	100.6	100.6	120.8	120.8	104.8	104.6	130.7	130.7	114.7	114.4
Parkersburg, W. Va.	125.7	124.5	151.0	147.6	104.2	104.2	123.9	123.9	94.6	94.6	124.6	124.6	111.7	111.5
Philadelphia	126.4	124.4	153.1	147.5	102.9	102.9	122.2	122.4	107.0	107.0	121.1	121.1	112.3	112.1
Pittsburgh	124.5	123.8	148.5	146.5	105.7	105.7	124.6	124.6	110.3	110.0	117.2	117.2	113.1	113.0
Portland, Ore.	126.0	125.6	149.0	148.0	110.0	110.0	127.4	127.4	124.3	124.3	119.0	119.0	113.4	113.2
Providence	122.2	121.0	144.3	140.7	103.3	103.3	117.7	117.7	114.0	114.0	125.3	125.3	113.2	113.1
Richmond	120.0	118.7	151.0	146.6	102.7	102.7	118.6	118.6	105.2	105.2	120.5	120.5	104.4	104.3
Roanoke, Va.	125.9	124.2	155.2	149.7	119.2	119.2	113.9	113.9	104.1	104.1	121.9	121.9	111.4	111.2
Rochester	127.1	126.2	151.9	149.3	103.9	103.9	127.8	127.8	112.3	112.2	136.1	136.1	121.5	121.2
Rockford, Ill.	132.5	130.9	154.3	149.4	138.0	138.0	120.7	120.7	112.0	112.0	131.3	131.3	115.3	115.1
Sacramento	124.1	122.2	154.2	148.5	104.1	104.1	122.4	122.4	84.7	84.7	134.7	131.9	112.0	111.9
St. Louis	124.8	123.0	152.5	147.2	106.0	106.0	122.9	122.9	110.0	110.0	118.0	118.0	109.7	109.5
St. Paul	121.4	120.7	144.6	142.7	100.9	100.9	120.0	120.0	102.5	102.3	125.6	125.6	115.2	115.0
San Francisco	126.7	124.3	171.2	163.9	98.3	98.3	120.7	120.7	84.9	84.9	119.6	119.4	105.1	104.9
Seattle	127.0	126.2	158.1	156.2	114.3	114.3	118.7	118.7	112.4	110.1	119.8	119.8	109.0	108.8
Spokane	125.0	124.5	147.1	145.7	102.0	102.0	121.6	121.6	131.8	131.6	132.3	132.3	111.5	111.3
Syracuse	127.2	125.8	153.6	149.1	116.2	116.2	126.3	126.3	109.2	109.1	127.4	127.4	113.5	113.4
Toledo	123.2	123.0	145.2	144.5	109.3	109.3	122.8	122.8	106.5	106.5	121.9	121.9	113.3	113.2
Wausau, Wis.	125.1	123.8	156.8	153.1	102.7	102.7	125.0	125.0	101.4	101.4	123.6	123.6	104.4	104.2
Wilmington, Del.	125.8	123.8	152.1	146.6	104.0	104.0	124.9	124.9	103.5	103.5	115.4	115.4	111.0	110.9
Youngstown	127.3	125.2	161.3	154.7	105.3	105.3	125.6	125.6	106.7	106.7	131.8	131.8	109.2	109.1

PERCENTAGE CHANGES IN COST OF LIVING IN 8 CITIES, MARCH AND APRIL, 1943

	March 1943 to April 1943	April 1942 to April 1943	March 1943 to April 1943	April 1942 to April 1943	March 1943 to April 1943	April 1942 to April 1943	March 1943 to April 1943	April 1942 to April 1943	March 1943 to April 1943	April 1942 to April 1943	March 1943 to April 1943	April 1942 to April 1943	March 1943 to April 1943	April 1942 to April 1943
Anderson, Ind.	+1.4	+7.2	+3.9	+21.1	0	0	0	−2.2	0	+3.9	0	−1.3	+0.3	+3.1
Evansville, Ind.	+1.7	+6.6	+4.8	+19.6	0	−0.7	0	+0.2	+1.1	+4.2	0	+0.2	+0.3	+2.9
Flint, Mich.	+1.7	+8.6	+4.5	+21.2	0	0	0	+1.9	0	+6.8	0	+1.7	+0.2	+2.8
Green Bay, Wis.	+0.7	+6.1	+2.3	+15.3	0	−0.1	0	+0.4	0	+0.5	0	−1.0	+0.2	+5.0
Joliet, Ill.[2]	+0.8	+7.1	+1.8	+18.7	0	−3.6	0	−2.2	+0.4	+1.5	0	+1.8	+0.3	+5.9
Lewistown, Pa.	+1.4	+8.6	+3.1	+16.6	0	+3.7	+0.4	+1.8	+0.3	+3.5	0	−1.7	+0.2	+4.3
Saginaw, Mich.	+1.5	+7.9	+3.6	+20.6	0	+0.7	0	+0.1	+2.1	+5.4	0	−0.6	+0.2	+2.3
Trenton, N. J.	+1.5	+7.5	+3.7	+17.6	0	+0.5	0	−2.3	+0.1	+5.4	0	+0.3	+0.1	+3.8

[1] 1923 = 100

[2] Includes Lockport and Rockdale.

[a] Included in Sundries.

Strikes and Turnover Rates

THE MONTH of April was marked by greatly increased strike activity. The listing on page 241, based on information from the press, indicates not only a sharp rise in the number of strikes begun during the month, but also a substantial increase in the number of workers involved. This table, however, is not all-inclusive and it cannot be considered an absolute measurement of the increase in strike activity.

The United Mine Workers of America were responsible for several large strikes during the month of April. The most important, by far, was the strike in the hard and soft coal mines throughout the country which drew approximately 480,000 of the nation's 523,000 coal miners off the job. Although John L. Lewis denied that he called this strike, he said that members of his union would not trespass on company property without a new agreement. The strike officially began at midnight, April 30, but the period leading up to that date was marked by slow-downs, work stoppages, and major strikes in various localities; by April 27, 26,000 coal miners were reported off the job.

The United Mine Workers were also prominent in the strike at the Plastic Division of the Celanese Corporation of America at Newark, N. J. This strike, lasting

STRIKES, TURNOVER RATES AND PRODUCTION

Date	All Occupations			Manufacturing						
	Strikes[1]			Production[2] (1935–1939 =100)	Turnover Rate per 100 Employees[1]					
	Beginning in Period		Man Days Idle During Period (Thousand)		Separations[3]					Accessions[7]
	Number	Workers Involved (Thousand)			Total	Quits[4]	Miscellaneous[4]	Discharges[5]	Lay-offs[6]	
1929	921	289	5,352	110	75.23*a*	41.01*a*		9.04*a*	25.17*a*	67.61*a*
1930	637	183	3,317	90	59.65	18.64		5.04	35.97	37.02
1931	810	342	6,893	74	48.38	11.39		2.72	34.27	36.59
1932	841	324	10,502	57	51.98	8.34		1.96	41.68	39.82
1933	1,695	1,168	16,872	68	45.38	10.66		2.49	32.23	65.20
1934	1,856	1,467	19,592	74	49.17	10.67		2.24	36.26	56.91
1935	2,014	1,117	15,456	87	42.74	10.37		2.29	30.08	50.05
1936	2,172	789	13,902	104	40.35	13.02		2.63	24.70	52.16
1937	4,740	1,861	28,425	113	53.11	14.97		2.38	35.76	42.59
1938	2,772	688	9,148	87	49.22	7.46		1.29	40.47	46.16
1939	2,613	1,171	17,812	108	37.71	9.52		1.52	26.67	48.85
1940	2,508	577	6,701	124	40.27	10.93	1.61	1.84	25.89	52.72
1941	4,288	2,363	23,048	161	46.68	23.63	4.15	3.04	15.86	64.51
1942 *p*	3,106	781	4,503	190	77.66	45.09	15.04	4.66	12.87	91.62
1942 February *r*	181	58	357	175	4.82	2.41	.73	.29	1.39	6.02
March *r*	234	67	402	177	5.36	3.02	.82	.33	1.19	6.99
April	310	55	375	181	6.12	3.59	.87	.35	1.31	7.12
May	275	58	325	183	6.54	3.77	.96	.38	1.43	7.29
June	350	100	550	185	6.46	3.85	1.02	.38	1.21	8.25
July	400	88	450	189	6.73	4.02	1.23	.43	1.05	8.28
August	350	80	450	196	7.06	4.31	1.46	.42	.87	7.90
September	290	80	450	202	8.10	5.19	1.79	.44	.68	9.15
October	235	60	325	204	7.91	4.65	2.03	.45	.78	8.69
November	165	55	175	206	7.09	4.21	1.80	.43	.65	8.14
December	160	57	200	207	6.37	3.71	1.50	.46	.70	6.92
1943 January *b*	195	90	450	208	7.11	4.45	1.40	.52	.74	8.28
February *r*	210	42	170	211	7.04	4.65	1.35	.50	.54	7.87
March *p*	260	72	230	213	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*

NOTE—For back figures, see *The Conference Board Management Record*, June, 1942, p. 194.

[1] United States Bureau of Labor Statistics.

[2] Federal Reserve annual production data are averages of monthly figures.

[3] A separation is a termination of employment of any of the following kinds: quit, lay-off, discharge, or miscellaneous. Transfers from one plant to another of the same company are not considered as accessions or separations.

[4] A quit is a termination of employment, generally initiated by the worker because of his desire to leave, but sometimes due to his physical incapacity. Beginning with January, 1940, separate rates were computed for miscellaneous separations; i. e., separations due to death, permanent disability, retirements on pensions, and similar reasons. Beginning with September, 1940, workers leaving to enter the Army or Navy were included in miscellaneous separations.

[5] A discharge is a termination of employment at the will of the employer, with prejudice to the worker because of some fault on the part of the worker.

[6] A lay-off is a termination of employment at the will of the employer, without prejudice to the worker and of a temporary, indeterminate, or permanent nature. However, a short, definite lay-off with the name of the worker remaining on the payroll is not counted as a separation.

[7] An accession is the hiring of a new employee or the rehiring of an old employee. Transfers from one plant to another of the same company are not considered as accessions or separations.

*a*June to December. *p*Preliminary. *n.a.*Not available. *r*Revised

*b*Data since January, 1943, not strictly comparable with previously released data. Plants have been reclassified in accordance with their present product manufacture. The rates now refer to all employees rather than wage earners only.

LABOR DISPUTES ORIGINATING DURING THE MONTH OF APRIL, 1943[1]

Organization Affected	Location	Date Begun	Date Ended	Number of Workers Involved
Manufacturing, Building, and Mining				
Allegheny Ludlum Steel Corporation	Dunkirk, N. Y.	April 8	April 8	250
Allegheny Ludlum Steel Corporation	Dunkirk, N. Y.	..	13	150
Aluminum Company of America	Edgewater, N. J.	16	22[a]	264
American Ship Building Company	Cleveland, Ohio	5	..	1,200
Ball Band Rubber Company (Fuel Cell Division)	Mishawaka, Ind.	29	29	300
Barden and Robeson Corporation	Lockport, N. Y.	30	May 6	48
Bendix Aviation Corporation (Eclipse Pioneer Division)	East Orange, N. J.	12	6	*n.a.* [b]
Bendix Aviation Corporation	Philadelphia, Pa.	21	April 27	100
Bethlehem Steel Corporation	Lackawanna, N. Y.	..	29	200
Carnegie–Illinois Steel Corporation (Edgar Thomson Plant)	Pittsburgh, Pa.	7	7	4,000[c]
Gary Works	Gary, Indiana	..	12	325
South Chicago Plant	Chicago, Ill.	25	25[d]	80
Celanese Corporation of America (Plastic Division)	Newark, N. J.	12	26	1,300[e]
Coal Miners	Harlan County, Ky.	15	..	900[f]
Coal Miners	Harlan County, Ky.	20	..	1,075[g]
Combustion Engineering Corporation, Ltd. (Coshocton Iron Division)	Coshocton, Pa.	19	..	500
Construction Workers (Synthetic Rubber Plant)	Monoca, Pa.	29	..	150
Federal Bearings Company	Poughkeepsie, N. Y.	30	..	[h]
Ford Motor Company (Torrence Street Plant)	Chicago, Ill.	1	..	600
Highland Park Plant	Detroit, Mich.	9	9	4,200
River Rouge Plant	Detroit, Mich.	9	9	431[i]
Aluminum Foundry, River Rouge Plant	Detroit, Mich.	30	..	2,500
Steel Foundry, River Rouge Plant	Detroit, Mich.	29	30	1,250
General Motors Corporation (Allison Division)	Indianapolis, Ind.	28	30	1,000
Gould and Elberhart Company	Irvington, N. J.	27	28	618
National Steel Corporation (Weirton Coal Company)	West Virginia	22	..	1,000
John J. Nesbit Incorporated	Philadelphia, Pa.	22	..	400
Oklahoma–New Jersey Oil Pipe Line		28	..	150
Piper Aircraft Corporation	Lock Haven, Pa.	26	May 3	2,000
Republic Steel Corporation (Captive Mines)	Charleroi, Pa.	20	April 22	1,800
Schatz Manufacturing Company	Poughkeepsie, N. Y.	30	..	[h]
Sperry Gyroscope Company (3 Plants)	Brooklyn, N. Y.	1	1	1,500
Spicer Manufacturing Corporation	Toledo, O.	14	..	150[j]
Thompson Products Incorporated	Cleveland, Ohio	13	14	*n.a.*
United Mine Workers (CIO)[2]	Williamstown, W. Va.	2	5	2,000
United Mine Workers (CIO)	[3]	[k]	May 4	480,000
Universal Atlas Cement Company	Universal, Pa.	15	April 16	*n.a.*
Westinghouse Electric and Manufacturing Company	Lima, Ohio	23	26	*n.a.*
Whippany Paper Board Company	Whippany, N. J.	20	..	80
World Bestos Corporation	Paterson, N. J.	27	..	200
Miscellaneous				
Boston and Maine Transportation Company	[4]	28	30	*n.a.* [l]
Bus Drivers (AFL)	[5]	22	23	77
Cleveland Electric Illuminating Company	Cleveland, Ohio	26	..	150
International Street Car Men's Union (AFL)	Cleveland, Ohio	29	30	3,500[m]
Sea Food Workers Union (AFL)	Boston, Mass.	2	7	600[n]

[a] The men were returned to their jobs as fast as the furnaces could be refired.

[b] Began with a walkout of 143 men, but as the strike progressed estimates of the number of workers involved ranged from 150 to 1,500.

[c] A production loss of 3,000 tons of steel and 2,000 tons of iron was caused by stoppage.

[d] Five stoppages occurred during the day.

[e] Caused serious loss of production in 21 other plants dependent upon this plant's products.

[f] Closed three mines. Was caused by a dispute that had been pending eighteen months.

[g] Two additional mines closed because of dispute in progress for eighteen months.

[h] Eight hundred employees quit work in the Federal Bearings Company and Schatz Manufacturing Company plants.

[i] Three hundred workers had to be sent home because of failure to receive parts needed.

[j] Forced Willys-Overland, Incorporated, to close jeep assembly line and made 2,500 men idle. Also affected other war plants.

[k] Strike officially began midnight Friday April 30, but slowdowns and walk-outs began during the preceding week; as many as 26,000 miners were out by April 27.

[l] Strike of drivers and mechanics halted service.

[m] Completely halted all street car and bus service in city and threatened to cripple its vital war works.

[n] Work stoppage halted shipment of 2,000,000 pound of fish.

n.a. Not available.

[1] Incomplete report based on available material published in the press.

[2] Affected six soft coal pits in this area.

[3] Affected country's principal coal mines; ended by a fifteen-day truce.

[4] Affected transportation between Boston and other New England points.

[5] An area embracing five cities, Elgin, Aurora, Batavia, Geneva and St. Charles, in which approximately 100 war plants are located.

two weeks, was so marked by violence that it appeared for a while that it would be necessary to use troops to maintain order. The strike, called by the UMW, was opposed by the president of the state CIO council.

All during the early part of April the unrest caused by Lewis' disagreement with the WLB caused slow-downs and work stoppages in the coal fields. From April 2 to April 5, a strike of 2,000 United Mine Workers closed six soft coal pits in the Williamstown, West Virginia, area. From April 20 to April 22, a strike of 1,800 United Mine Workers closed the Republic Steel Corporation's captive mines in the Charleroi, Pennsylvania, area. For an unspecified period of time after April 22, a strike of 1,000 of these workers caused a cessation of operations at the Weirton Coal Company, a National Steel Corporation subsidiary.

The Ford Motor Company, which in recent months has had a number of work stoppages, had another in

April. On April 1, the Torrence Street plant in Chicago, Illinois, closed when 600 employees walked out to protest the transfer of two plant guards to the assembly line without observance of seniority rights. On April 9, the Highland Park plant in Detroit was shut down because 4,200 men refused to work when plant protection men broke up a dice game in the lavatory. On the same day, 431 men in the Transportation Division of the River Rouge plant ceased work because of a wage dispute. As a result, 300 additional workers had to be sent home. From April 29 to April 30, the steel foundry of the River Rouge plant was closed down when 1,250 workers struck in protest against the company's efforts to discipline three employees who allegedly molested a plant protection guard. On April 30, the aluminum foundry of the River Rouge plant shut down when 2,500 CIO union members called an unauthorized strike.

Data received from the United States Bureau of Labor Statistics show that there were 260 strikes in March of this year as compared with 234 in March of the previous year. These strikes involved 72,000 workers with a loss of 230,000 man days, as compared with 67,000 workers on strike last March with a loss of 402,000 man days. The February, 1943, figures (not available last month) show that 210 strikes began during that month involving 42,000 workers and resulting in the loss of 170,000 man days.

Total separations and total accessions declined slightly from January to February, 1943. Separations declined 1%, or from 7.11 to 7.04 per 100 employees, and accessions 5%, or from 8.28 to 7.87. Quits rose 4%, or from 4.45 to 4.65 per 100 employees; and miscellaneous separations and discharges each declined less than 5%. The largest proportional change was a 27% decline in the lay-off rate from .74 to .54 per 100 employees.

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Employment and Unemployment

EMPLOYMENT in March reached a record high of 59.7 million, nearly a million above the preceding month, and about 150,000 above the previous October peak. Eight million more were at work or in uniform than a year ago. Somewhat more than half of this increase is attributable to the armed forces, while the remainder were added to nonagricultural payrolls. The number at work on farms continued lower throughout the first quarter of this year than in the initial months of 1942.

On the basis of the past seasonal trends, labor requirements for agriculture will mount rapidly within the second quarter, probably by fully 3.5 million. If present induction schedules are maintained, about 350,000 men further expansion is anticipated in the number on payrolls of essential war industries. These three forces combined should bring the labor situation at midyear to its most critical state. By March, more than four million new recruits had already been added to the nation's labor force. The number of additional recruits to be attracted within the second quarter, if farm, factory and military goals are to be met, may be almost as great, even after allowance for the flow of labor from contracting civilian industries.

Agriculture, the armed services and manufacturing, in descending order, accounted for fully 96% of the total gain in employment in March. Nearly half a million workers were added on the farm front. Fewer hired laborers than a year ago were reported on farms in every region of the country, the national total being fully 100,000 below the level of a year ago. The seasonal increase in the number of hired workers, however, compared favorably with the change in 1942, the rate of increase being lower only in the Middle Atlantic and East North Central regions.

Increases in factory employment are most marked in

Employment and Unemployment, March, 1943[1]
In Thousands

Distribution of Labor Force	1941	1942	1943		
	March		Jan.	Feb.	March[1]
Total unemployment....	6,635	3,448	....	....	....
Excess of employment over economic labor force.	....	....	2,431	3,179	4,106
Total employment (including armed forces)..	48,021	51,645	57,863	58,674	59,663
Agriculture............	9,178	9,110	8,270	8,550	9,019
Forestry and fishing......	205	202	178	177	179
Total industry..........	18,458	20,274	22,203	22,119	22,166
Extraction of minerals..	769	793	735	731	724
Manufacturing.........	12,417	13,895	15,823	15,943	16,054
Construction...........	2,334	2,358	2,324	2,143	2,058
Transportation.........	1,961	2,195	2,296	2,278	2,305
Public utilities.........	977	1,034	1,025	1,024	1,024
Trade, distribution and finance...............	7,617	7,714	7,394	7,362	7,393
Service industries (including armed forces)......	11,510	13,191	18,471	19,105	19,531
Miscellaneous industries and services..........	1,053	1,154	1,347	1,361	1,375
Emergency employment[2] *WPA, CCC and NYA (out-of-school)*[3].........	*2,471*	*1,279*	*369*	*291*	*n.a.*

n.a. Not available.

[1] Data for March subject to revision.

[2] Not included in employment total.

[3] Since July 1, 1942, NYA projects are officially designated as war training programs rather than work-relief projects.

the heavy war industries, particularly in transportation equipment. The gain of 110,000 during March brought the total number on factory payrolls to above 16 million for the first time. Manufacturing has been so expanded that it now employs more workers than all manufacturing, construction, mining, transportation and public utilities did in 1939. Employment in plants manufacturing nondurable goods fell off slightly during the month, particularly in food processing.

Employment in construction again decreased by almost 100,000 and was about 300,000 lower than in the corresponding month of the two preceding years. The number at work in the nation's mines was also lower than in 1941 and 1942. In trade and distribution, the downward trend was halted in March, but total personnel remained at the lowest levels recorded since the middle of 1939.

Government civilian employment was further increased by 50,000 during the month, bringing the total additions in the first quarter to nearly 200,000. Including the armed forces, the combined total employment of all federal, state and local units was approximately 14 million, or fully 23% of all employment.

Emergency employment on WPA, CCC and NYA has been cut from 2.5 million to less than 300,000 in the past two years. Only about 200,000 were listed on WPA rolls in February, 1943, as against 2 million in February, 1941. CCC activities have been eliminated and NYA workers reduced from 482,000 to 88,000.

The Board's estimates of the labor force for the period following April, 1940, have been revised to accord with official population estimates through January, 1943. The population 14 years old and over was derived from a second Census release indicating the age distribution through January, 1942. The revised population estimates are about 100,000 to 200,000 below the projected totals, the margin decreasing steadily in the most recent months. The net result of the revision upon the annual average of the labor force for 1942 was to lower the previously published total by less than 100,000.

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Wage-increase Announcements[1], April 1 to April 30

Source: Daily Press and Various Periodicals

Company	Location	Amount of Increase	Number Affected	Remarks
American Smelting & Refining Company	Perth Amboy and Newark, N. J.	5¢/hr.	1,725	
California Processors and Growers' Association	Northern California	14.3%(avg.)	70,000	To canners. Retroactive to March 1, 1943
Consolidated Edison Company[2]	New York City	4¢/hr.	9,500	To employees on 35-hr. week
		7½¢/hr.	13,000	To employees on 40-hr. week
Curtiss-Wright Corporation	Caldwell and Clifton, N. J.	8¢/hr.	1,500	To aircraft workers
E. I. du Pont de Nemours & Company	Arlington, N. J.	5¢/hr.	1,000	
Globe Ticket Company	Philadelphia, Pa.	8¢/hr.	293	Retroactive to October 15, 1942
Kroger Grocery & Baking Company	Cincinnati, O.	3½¢/hr. (avg.)	766	In accordance with "Little Steel" formula
Moench Tanning Company, Inc.	Gowanda, N. Y.	7½¢/hr.	450	
New Jersey Bell Telephone Company	New Jersey	$2/wk.	2,754	
New York Stock Exchange	New York City	$2–$5/wk.	384	To floor clerks. Retroactive to Jan. 1, 1943
New York Telephone Company	New York area	$2/wk.	10,000	Retroactive to September 6, 1942
Obear-Nester Glass Company	East St. Louis, Ill.	3¢/hr.	450	Retroactive to October 1, 1942. New rates: men, 68¢/hr.; women, 58¢/hr.
Phelps Dodge Refining Company	Laurel Hill, L. I.	5¢/hr.	1,000	Retroactive to September 18, 1942
Port of New York Authority	New York City	8¢/hr.	1,000	To marine painters. New rate: $1.20/hr.
Tubular Rivet & Stud Company	Wollaston, Mass.	2½¢/hr.	750	Retroactive to November 10, 1942
Utah Copper Company	Denver, Colo.	25¢/day	4,022	
Windsor Manufacturing Company	Philadelphia, Pa.	6¢/hr. 4¢/hr.	200	To workers earning less than 75¢/hr. To workers earning more than 75¢/hr. Retroactive to September 14, 1942
Building Owners	New York City	$2/wk.	250	To building superintendents
		$1.40/wk.	5,000	To maintenance men
Garment Industry[3]	New York City	7%	65,000	To garment workers
Trucking Companies	Chicago, Ill.	$5/wk.	10,000	To cartage truck drivers. To bring wages up to rates paid in 12 comparable cities
160 Trucking Companies	Upstate New York	10¢/hr.	3,000	To eliminate inequalities. Retroactive to August 1, 1942
22 Wallpaper Manufacturers	8 States	1½¢/hr.	3,000	Retroactive to July 1, 1942

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[1] Includes salary-increase announcements.
[2] Subject to approval of War Labor Board.
[3] Not effective until approved by Director of Economic Stabilization.

Chronology of Events affecting Labor Relations
April 1 to April 30

April

1 *48-Hour-Week Compliance Reported Good*—WMC expresses satisfaction over initial reports of compliance with Presidential order for 48-hour week in certain labor shortage areas.

"No Raiding" Pact Rejected—Efforts to arrange a "no raiding" pact between AFL and CIO fail at second session of joint committee appointed by the two organizations.

Incentive Pay in War Plants Recommended—WPB officials suggest desirability of introducing wage incentive plans in war plants to increase production and discourage absenteeism. Belief is expressed that a 10% increase in production from existing plants and manpower could be obtained.

6 *Ban on Jobs for Minors Lifted*—New York State Governor Dewey signs bill permitting, under sharply restricted conditions, more general employment of women and minors between 16 and 18 in industries linked with but not actually part of the war effort.

8 *Wage-price Freeze Order Issued*—President issues an executive order intended to stabilize wages and prices and curb labor turnover in order to retard inflation.

Labor Moves to the Farms—Committees of War Department and War Manpower Commission investigate increasing movement of labor from war industries to farm work apparently to escape military service.

9 *Anti-racketeering Bill Voted*—By vote of 270 to 107, House adopts the Hobbs anti-labor-racketeering bill. Bill amends the 1934 anti-racketeering act by providing penalties for interference with interstate commerce by robbery or extortion or interference during the war with transportation of troops, munitions, war supplies or mail in interstate or foreign commerce.

10 *Arsenal Dismisses Absentees*—Picatinny Arsenal dismisses more than 200 employees in loading department for habitual absenteeism. Investigators visited homes of workers absent without permission and found that more than half had no valid excuse.

12 *Kilday Bill Voted*—Over objection of military authorities, House passes Kilday bill which would write into law rigid rules for calling of registrants for induction according to categories based upon relative dependency status.

New Induction Order—According to Selective Service orders of WMC Chairman, every able-bodied man, single and married, between 18 and 38, will be inducted into the armed forces by the end of the year with the exception of 3,200,000 deferred for essential industry and agriculture and for reasons of hardship.

13 *10,000 Wage Cases Denied*—Announcing that it proposes to carry out strictly the spirit of the President's "hold the line" executive order, WLB whittles down a referee's wage award to bring it within the "Little Steel" formula and orders all regional War Labor Boards to deny all proposed pay increases involving inter-plant inequalities which cannot be decided on basis of "Little Steel" formula or substandards of living. Ruling estimated to involve dismissal of 10,000 cases pending.

15 *Right of Ousted Member to Sue Union Upheld*—New York Court of Appeals holds unanimously that a labor union member is justified in appealing to the courts for redress when expelled from his union without notice and unable to obtain a hearing within reasonable time.

17 *Job Freeze Order Issued*—War Manpower Commission Chairman issues regulations intended to freeze essential workers to their jobs and to prevent transfer of workers for higher pay except in the interest of the war effort.

21 *UAW Has Members Quit WMC*—Executive Board of UAW-CIO instructs union members now serving on regional or area WMC policy committees to resign from these posts, asserting that WMC's national management-labor policy had been reorganized "on a basis which denies labor its former status as an equal partner with industry."

24 *Wildcat Coal Strikes Begin*—In advance of date set for close of negotiations, bituminous coal strikes commence in various sections.

President Ends Two-week Strike—Strikers of UMW at Newark plant of Celanese Corporation return to jobs following appeal from the President to resume work.

25 *Lewis Ignores WLB*—In defiance of War Labor Board, UMW ignores request of WLB to appear at hearing in Washington, and declines to suggest labor member for three-man panel to be appointed by the board to hear the case.

Mid-week Start of Vacations Urged—Office of Defense Transportation asks employers to schedule vacations throughout the year in order to spread them, and to begin all employee vacations on Tuesdays, Wednesdays or Thursdays to lessen week-end travel.

28 *Mine Strike Referred to President*—Ignored in its attempts to secure solution of differences between UMW and coal operators, WLB turns the case over to the President.

29 *President Appeals Directly to Miners*—In an appeal directly to the rank-and-file miners, the President asks them to continue operation and states that unless work is resumed by 10 o'clock, May 1, he will use all his powers to prevent interference with successful prosecution of the war.

Price Rollback Advocated—Organized labor calls upon administration to match its rigid wage control with a vigorous price policy that would roll back cost of living to the level of last May 15.